

IN THIS ISSUE

	Page
The Centenary Cruise: Copenhagen...	671
Are Changes Coming?	672
National Executive Council Meeting...	673
N.A.L.G.O. and the T.U.C.	679
The Legal Department at Work	680
Pioneers of a New Profession	688

Local Government Service

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STUDY OF PUBLIC ADMINISTRATION

BY L. HILL, GENERAL SECRETARY, N.A.L.G.O.*



MR. L. HILL

THE title of the subject given to me to talk upon tempts me to ask whether any one of us has a clear idea what it is we are to study under the heading of "Public Administration"?

It is not easy to express in simple terms exactly what it is we are aiming at, particularly as the subject seems to have emerged somewhat suddenly as a very real problem out of a background of gradual changes of social conditions, the increasing tempo of industrial and scientific progress and a welter of problems which have arisen from undefined ideas and lack of planning in the past.

When I say "emerged," I mean that it is only during the post-war period that the necessity for public administration as an entity has been realised. We were too busy during the nineteenth and early twentieth centuries with commercial success to appreciate the necessity for measuring the trend of social progress. In fact, the main burden in public administration to-day, is the legacy of our industrial forefathers in the heyday of their success. Furthermore, the mass mind saw no affinity between that freedom and authority which is forming one of the debates in the winter programme of the British Broadcasting Corporation.

But public administration has come; it has come to stay; and, therefore, the sooner it is accorded its right and proper place in our educational system, the sooner it will find its own level in the order of present and future society.

The Universities' Attitude

When we first approached the Universities with the suggestion that they should institute courses in "Public Administration," we were met with the suggestion that the ground was already covered by Social Science subjects included in other degree courses. So far as such subjects as Social History and Political Economy went, that was true, but the doubt in my own mind was whether those subjects had

a bias in favour of, or against, Public Administration, and whether they were taught with the object of producing the type of mind which is essential to a successful public officer.

When one looks at the past and realises how deeply rooted was the antipathy to government; how public opinion has been nurtured on the idea that "individualism" was the only incentive to achievement; and that the Central and Local Government Services were a burden on industry, one is entitled to doubt the suitability of a general course of study.

I wonder whether a classical scholar entering private practice or business will have to re-adjust his ideas on government to anything like the same extent as a classical scholar who enters the Public Service. The measurement of that would be a test.

What is "Public Administration"?

It does seem to me, then, to be vitally important, both to the university authorities and to the students that we should get a much clearer idea of what we mean by "Public Administration." If we are to include in our "study of public administration" such questions as office management, costing and financial control, then I cannot see how we can assume that the methods which make for efficiency under those headings are peculiar to the Public Service.

No one would claim for a moment, that different mathematical formulæ should be used by a local authority in building a bridge from those which would be used by a private firm of engineers. Nor can we admit that the accounts of a municipal authority can be made to balance by methods unknown to a chartered accountant in private practice.

We must then accept that a large amount of work done in public offices is identical in method and system with that done by a vast army of clerical and administrative workers in other walks of life. In the Local Government Service this is proved by the fact that most officers have to sit the same examinations as their opposite numbers in industry and private practice. And it may be said here with some advantage that until the local government machine is reconstructed or superseded by a new one, those professional and technical qualifications will be the deciding qualifications in the Local Service. A University Degree or Diploma in Public Administration cannot, therefore, be regarded as an alternative. On the other hand, it should be complementary. This, I think, brings us to the real issue. Those who say business efficiency is all we need in Public Administration are "pouring the baby away with the bath water."

It may be, of course, that "Public Administration" is not the right term, but perhaps we may find an answer to that question as we go along and from the discussion which I hope will follow.

Communal Science

We can assume for the moment that "Public Administration" can be termed a "social or communal science." It is social because it seeks to maintain and further the success of the community; it is a science because it can measure

the changes from which it springs. "Its exactitude renders it a science; and its disinterestedness renders it social."

But let us start with the frank acknowledgment that "Public Administration" is government; it is control; it is anathema to the individualist. Don't believe the business man who says his object is "service not self."

Private enterprise and government are two separate and distinct functions and you can no more make a success of a business house by running it on the lines of a public administration department, than you can administer Acts of Parliament on the philosophy of a "profit and loss account." That is not to say that management efficiency methods are not common to each.

The late Mr. John Lee, whose thoughts have been a real contribution to the Public Service, lecturing on the "Psychology of the Civil Servant" said "Red tape is the symbol not of inefficiency but of ultra-deliberative thought, and this is not necessarily an evil. We have learned that there is a far longer chain of causation than the business world assumes, that there are more factors which are relevant, that balanced inquiry is not to be brought to a firm and just conclusion between the whiffs of a superman's cigar."

Distinguished speakers will follow me during the session, and each will deal with a specific subject. I can only generalise when talking of the subject as a whole and my mind runs in this direction.

Social Legislation

We all know that the earliest forms of social legislation, such as the Statute of Labourers Act, 1388, the Statute of Artificers Act, 1562, and the first Poor Law Act of Elizabeth's time, were designed to repress actions of individuals who made themselves objectionable to what was then the social order.

Legislation of that nature proceeded until the early part of the nineteenth century. There were two industrial revolutions which caused the great trek from the countryside to the towns. Machinery entered into the lives of the people and the machinery of government was a necessary corollary.

There was a turning point somewhere, when the State began to find that it must undertake ameliorative legislation and when the functions of government "changed from being merely negative into being merely positive"—that is to say, legislation was directed towards saying what were the right things to do, instead of confining itself to preventing wrong things from being done.

This change is not peculiar to England. Every modern country has its governmental problems and its local government responsibilities. Each one does these things differently. No one can say which is wholly free from flaws and there must be something in each worth knowing.

There are experiments in government being made to-day in every corner of the globe, and comparative study should bring them under review.

(Continued on next page)

* Inaugural Lecture to the Manchester and District Area Education Committee of N.A.L.G.O. and the Institute of Public Administration, October 25.

STUDY OF PUBLIC ADMINISTRATION

(Continued from preceding page)

But let us get back home again. Here we have a Local Government system which has "just grown" without form or plan. Apart from the fact that the original, but accidental, landmarks which fixed the boundaries of areas have been flattened out by the steam roller of progress, we have, by applying that typically British science of compromise, created a regular "Morris dance" of geographical areas for different functions.

We have recently discovered that at least one service which has been regarded for no less than 350 years as purely local can now be divided into national responsibility and local responsibility, i.e., Public Assistance.

We have also come to realise that there is not only a financial nexus between the Central and Local Authorities, but an administrative one as well.

A Hybrid Administration

We are now learning that there can be a form of Public Administration which is neither central nor local, a new hybrid—which has not yet been catalogued—the B.B.C., the Electricity Commissioners, and the London Passenger Transport Board are examples which come readily to my mind. There have also been set up Pig, Bacon, Milk and several other Marketing Boards. These are new alternatives to private and public control.

They have set in motion new forces which compel fresh adjustments at several points. These modern trends indicate quite clearly that nothing can be regarded as static. We cannot write "finish" to anything except our own lives.

Many of the changes I have mentioned are the deposits of historical processes. Some have been designed by making a nervous detour of every threatening notice of "Keep off the Grass," and "Concealed Drive." Such incidents form the background of that social science called "Public Administration." It is a far cry from the leisurely and casual legislation of Elizabeth's days and the flood tide of legislation of the preface century; it's a long stride from the first Parish Council to the London County Council. What were once ideas of a startling and revolutionary character are the everyday working tools of the nation to-day. And in time our present-day methods will be numbered among the "wrecks of systems men once thought to be true." The individualist, who has a lot of achievement to his credit, has no more claim that his way is the final word in progress, than the dreamer who plans a "Utopia of Control."

All these changes have been made either necessary or desirable by circumstances outside the control of the Public Officer, and they have chafed and always will chafe the tender skins of those who are not ready for them. It is useful to know what men thought in the past, and to measure the success of political ideas that have been tried out.

The Background for Study

Here, then, is our background for the "study of Public Administration." How did certain social traditions grow up? When and why did they prove to be out-of-date? How were they changed? Whither have they led or pushed the social progress of the community? What is their community value to-day? Where are they leading us now? The measurement of those social phenomena is the true basis of what I feel we mean by the "study of Public Administration." My sketch is incomplete, very broad, without lights or shadows, but its general trend will indicate that I am not attempting to outline a curriculum; I don't think I am expected to do that to-night. Furthermore, I have already put my signature to a memorandum on this subject which has appeared in "Public Adminis-

tration" for April, 1934—the journal of the Institute of Public Administration—and in THE LOCAL GOVERNMENT SERVICE for June, 1934.

Any course of study in "Public Administration" should be designed to give the student a liberal understanding of the environment under which he serves, to make him realise the significance of his own particular work in relation to the greater objective of the administrative machine, and the relationship of that machine to national life as a whole.

Essentials of Study

Whilst administrative, legal and financial methods cannot be entirely left out of account, the study of "Public Administration" should give us a clear understanding of the problems which concern man's control over his environment.

Furthermore, a course of study which does not give the impression that its conclusion leaves you only at the starting point of thought has failed. A course of study in "Public Administration" which does not kindle the spark of imagination and a desire for research has also failed.

That study should do more than demonstrate the "whys" and "wherefores" of Government and Local Government; it should be conducive to the moulding of certain qualities of mind. It should have the effect of projecting the public servant above the heads of the political and economic controversialists so that he may administer those functions which are put into his charge with

"Integrity in office, and, o'er all
Supreme, a passion for the Commonweal."

One quality which is essential in a public officer is to be able to administer for the general convenience of the public an Act of Parliament designed to meet a new social condition, without unduly hampering that part of the community which is least affected by the new conditions.

Social Processes

It is not, in my opinion, the function of a public officer to originate new systems of a character unrelated to normal changes, but by research a public officer can measure social trends and anticipate their effect. Social processes are real—they come and go—whether the individual likes or dislikes them.

Economics enter into our field of study, but not the economics of the expert. I have not much time for him. He only shows by an elaborate system of reasoning what are the influences that have produced a given result, and then he proceeds to prove that exactly the same result will occur again provided all the predisposing causes happen in exactly the same order. But as they never do, the theories are not much use as a guide for the future. But there is "economics" in derelict areas, in insanitary working class dwellings, and in contaminated milk and food stuffs. The starting of a new industry in a rural area means that new public expenditure in local government services will be made necessary. Whether that is a national advantage depends upon a number of other factors, e.g., whether it means abandonment of similar services already provided in another area.

The public officer of the future will have to understand these things. We must ignore the scaremongers who claim that government interferes too much in business. It is perhaps fortunate that so far the interference of government in business is only about 10 per cent. of the amount of interference in government by business men.

A Great American Principle

Let us look at America for a moment or two. But first of all let us refresh our memories by reading that momentous principle of government of July 4, 1776: "The American Declara-

tion of Independence." "We hold these truths to be self-evident: that all men are created equal; that they are endowed by their Creator with inalienable rights; that among these rights are life, liberty, and the pursuit of happiness; that, to secure these rights, governments are instituted among men, deriving their just powers from the consent of the governed: that, whenever any form of government becomes destructive of these ends, it is the right of the people to alter, abolish it, and to institute new government, laying its foundation on such principles, and organising its powers in such form, as to them shall seem most likely to effect their safety and happiness."

In no country in the world has government been so subordinated to private interests as in America since that declaration was made. The only words which will go down to posterity from the second Vanderbilt, who left 200 million dollars were "the public be damned." What would America give to-day for that judicious mixture of State help and control with business freedom which is enjoyed in this country. The "inalienable rights" of a people can be destroyed equally by neglect of government as by government itself.

I have just one more point to make and that refers to the attitude of the public officer towards his public and attitude of mind towards his responsibility.

The Successful Officer

The successful public officer is one whose mind is sympathetically tuned in to his job. His bedside manner is as important as his complete understanding of his patient and the effect of his medicine. I honestly believe that the popularity of British Broadcasting is due quite as much to that friendly voice—that homely "good-night to you all—good-night"—as it is to the excellence and variety of the programmes.

A great national responsibility is entrusted to our Public officers, and that responsibility is accentuated in Local Government, because of the officers' close contact with the people. Let me quote from the Memorandum which N.A.L.G.O. put before the Ray Committee: "Local Government is not a luxury. It is a social necessity. It concerns the welfare and comfort of the community more closely than any other influence."

"The officers come into immediate contact with vital conditions. They are men and women who are entrusted with the responsibility of grappling with social problems such as housing, public health, sanitation, cleanliness, educating future citizens, the care of the infirm and insane, maternity and child welfare, and the relief of distress. It is upon their skill and tact, as well as economic methods of administration when they execute these profound responsibilities, that the social fabric of this country very largely depends. That work has a national value."

Public Services' Tradition

Who can measure the significance of local administration which can create confidence among the consumers of government? We touch here the tradition of the Public Services. The Civil Service being more formally constructed has traditions which can be measured and, with advantage, be studied by the Local Government Service. Granted, there are substantial differences in the functions of the two parts of our system of government, but there are certain traditions which almost amount to a philosophy, and they will always form part of the science of public administration, although new problems may demand a recasting of administrative technique.

The value of your work, then, will be the measure of your understanding of its objective; that objective can only be found by a profound study of the historic and social problems of the nation; and the quality of your work will register the standard of Public Service prestige.

That is the nearest I can get to what I think you mean by the "Study of Public Administration."

PORTS OF CALL ON THE CENTENARY CRUISE

No. 2: COPENHAGEN—"THE ATHENS OF THE NORTH."

By MISS E. TORRY

Like Edinburgh, Copenhagen has been described as "The Athens of the North." It is one of the delightful cities that will be visited in the course of the nineteen days' cruise to the Baltic, Soviet-Russia, and Germany which N.A.L.G.O. is arranging for next summer as part of the celebration of the centenary of Local Government. For charm, historical interest, and picturesqueness, Copenhagen occupies a high position among the capitals of Europe. Here is something unique, something very distinctive, something characteristic, which must be seen and known to be understood. In this article our contributor describes some of the municipal features of this famous city.

IN Copenhagen the chief magistracy is vested in a Lord Mayor, *Overpresident*, appointed by the King for life; four salaried mayors, *borgmestere*, chosen for life by the city council with the King's approval, and four unsalaried aldermen, *raadmaend*, also appointed by the Council but representing the popular vote. *Borgmestere* and *raadmaend* work together in pairs superintending four sections. Women have complete equality with men as voters for the council and as councillors.

The city, though old in history, is architecturally fairly modern. For the older cities on the site were destroyed by terrific fires. Nevertheless, a city even a hundred years old (and much of Copenhagen is two hundred or more) is not designed for modern transport, and one of the problems of to-day is how to deal with the traffic in the narrow street connecting the Town Hall Square with the older central square, *Kongens Nytorv* (King's Market).

The Danes have a reputation for being cautious, and their architecture followed recognised standards, from the steep gables of Dutch influence to the classical style of the King's palace and the museums, until the building of the new Copenhagen Town Hall in 1903. The architect, Martin Nyrop, has

In 1916 there were, in Copenhagen, over two thousand homeless folk whom the Council housed in schools and wooden huts. This situation forced the Council to begin building, and since that date over 119 million Danish kroner (one kroner almost equals one shilling) has been spent on housing, either on dwellings owned and administered by the Council, or on subsidies to co-operative and building societies.

a day for residents of Copenhagen in the general ward, and 12 kroner a day in a private ward. For non-residents or foreigners 10 kroner a day in the general and 18 kroner a day in the private ward. In nearly all cases payments for the general ward are made by the National Health Insurance companies. The difference between these merely nominal fees and the actual cost is made up by the muni-



COPENHAGEN: THE TOWN HALL

Guarantees to similar societies amount to 92 million kroner and loans to 52 million kroner. By these means nearly 40,000 flats have been made available, being about 20 per cent. of the total number of flats in Copenhagen.

The flats vary a great deal. There are tenement buildings near the centre, usually large five-storied blocks built round a courtyard which, though planted with trees, is not very inviting. Such blocks are mostly divided into tiny flats of one or two rooms and kitchen. There are no baths, but a lavatory basin with running cold water is fixed in the w.c. The rent of such a flat is 28 to 49 kroner a month, which is supposed to be one-fourth of income. There are no rates payable by the tenant.

Special provision is made for widows or single women in blocks where one room, shower-bath and kitchen is the style. Hot baths are available in the basement at 2d. each, and there is nearly always a kindergarten in the block, where children under six may spend the day. Rent is about 30 kroner a month. The middle classes are not forgotten. About 1,300 municipal flats are central-heated and have bathrooms. They are in the residential districts, and rents are about two thousand kroner a year, with an additional 200 kroner for heat.

The Council has nine kindergartens under its direct management and subsidises some others. The first municipal "crib" was opened in 1914 and had space for 153 babies. The largest, opened in 1920, takes 259 children daily. Every year more cribs are opened. Parents pay 1s. a day for infants and 2s. a week for children from three to six, at which age they may go to school. A subsidy is received from the State and the balance paid by the Council.

Free education is jointly managed by the Government, the Church, and the commune or town council, of which the last has the greatest interest. Free schools are so good that from 70 to 90 per cent. (varying according to districts) of the children are educated in them, though there are also payment schools which may, in certain conditions, receive a State subsidy.

Copenhagen hospitals are controlled by the Second Division of the Municipal Council. Payment for hospital treatment is 1.20 kroner

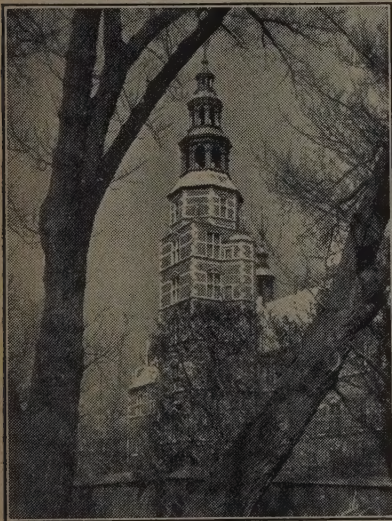
capitally, but the fees charged to foreigners are estimated to cover their expenses.

The Director of Hospitals controls fourteen institutions with a total of 5,533 beds, besides a home nursing service. Hospitals proper account for 3,651 beds; convalescent homes 129; and a hospital for the insane 1,753. The number of cases treated yearly in municipal hospitals has risen from 14,000 in 1890, when the population was 315,000, to 35,000 in 1925, when the population was 587,000. In 1930 the population was 617,000.

The Council provides public baths where one can have a steam bath for 7d., a shower for 1½d., and a plunge bath for 3d. The Turkish bath section may almost be called luxurious, though it remains simple. In some cases the public libraries are over the baths. Each has its children's section with a bright reading room where topical pictures are hung. In the adult section the books are card-indexed, and in the reading-room one can sit to read newspapers as well as magazines. Libraries are in close contact with schools; teachers bring their classes to the library and teach them how best to use it. Sets of books on special subjects are also lent by the libraries to the schools.

Art as well as literature is well served in Copenhagen, which possesses, in the old Glyptothek, the finest collection of classical sculpture north of the Alps. This is a national treasure. The Thorvaldsen museum, housing masterpieces of the Danish sculptor, belongs to his city, to which he bequeathed it. Besides ancient works of art Copenhagen has some very fine modern sculpture in the new Glyptothek and statues in the squares and public gardens, among them the Burghers of Calais.

Visitors should not fail to visit Langelinie at the entrance to the harbour. On the way one passes some pretty public gardens, and an impressive statue-fountain representing the legendary formation of the Sound dividing Denmark from Sweden, by the ploughing of too deep a furrow! The bronze mermaid on the rocks at Langelinie is charming. Here one gets a real idea of the splendid situation of Copenhagen on the only natural entrance to the Baltic, and can well understand how it got its name, "The Haven of Merchants."



COPENHAGEN'S "TOWER OF LONDON"

used brick and red sandstone, and chosen a quaint castellated roof somewhat reminiscent of Italian palaces, an impression confirmed by the high tower with a clock which strikes the quarters loudly all night long! Nothing could be less Italian than the interior with quantities of carved wooden balconies round the inner courtyard, the designs taken from ancient Danish buildings. So many popular styles have been combined that it has been said of it: "It is not the work of an artist; the people made it."

ARE CHANGES COMING?

SOME PROBLEMS OF THE FUTURE

By Sir Henry Jackson, M.P.

THE question to-day is not in which direction is this country going, but how quickly will its forward policy mature? We have realised that local government has been built up by a number of small units; we know that modern progress is making a small unit of government impracticable. But we have not yet decided what is the best system of local government for the future.

What we have done is cleaned up the un-planned growth which had accumulated, to the phenomenal number of 25,796 local authorities, at the beginning of 1925. In that year the overseers were removed when the total number of authorities was reduced to 11,296. In 1929 the functions of 646 Boards of Guardians were transferred to County and County Borough councils, and to-day we have a total of about 10,650 separate local government units, of which Parish Councils account for over 7,000.

A Tidying-up Process

The Local Government Act, 1929, was the first serious attempt at co-ordination and better organisation. That Act was a good attempt to remove some of the faults that had grown with the system. Mr. Neville Chamberlain said, in moving the second reading of the Local Government Bill, that experience had revealed five important defects, namely: (1) the survival of Boards of Guardians, whose functions and areas overlapped those of other authorities; (2) the crippling burdens imposed upon certain authorities by the cost of roads damaged by non-local traffic; (3) the rigidity of local government boundaries; (4) the injustice of a rating system which slowly strangled industry and agriculture; and (5) the chaos in the relationship of local to national finance, which resulted in the weakest authorities being helped least.

To use a phrase of the present Minister of Health, this was a tidying-up process, and although the results are slow to attain, they are becoming more and more evident. We have, however, not yet attempted to face the more profound problems with which we are rapidly becoming confronted, and all I can do here is to direct thought towards those questions which we shall have to solve sooner or later. Their solution may have a tremendous effect upon the economic and the political stability of our country.

The development of our local government system is the social history of this country, and many people are beginning to realise that that is far more important than military or other histories which make interesting reading.

Our local authorities and the voluntary social service organisations have been the experimental laboratories for the testing of systems of social science (and voluntary service in the former is, in my opinion, the best training ground for any political aspirant to the House of Commons).

We have now got to ask ourselves what is to be the future relationship between the voluntary associations and the local authorities, and whose responsibility shall be the work which is now done in two different ways.

Future of the Rating System

We must sooner or later decide whether the present rating system is the most equitable. This is an old point of controversy, and it has not yet been solved scientifically. All that we can say of this system is that it works. There are opinions that it works inequitably because rates are levied irrespective of the ability to pay, or of the amount of local services used. We have to decide whether the poor man is paying more than his share; whether the retailer and those engaged in distributive trades are unduly burdened, and whether the De-rating Act of 1929 has yet achieved its object.

Perhaps the most popular criticism of our inefficiency in planning is the water scarcity. Is it strictly honest to wait until a serious drought makes concealment of the facts no longer possible? Is the water supply to be planned on a regional basis?

Changing economic circumstances have made the care of the able-bodied unemployed no longer the responsibility of local authorities. The old Boards of Guardians and their successors—the County Councils and County Boroughs—have had this part of the “public assistance” burden fastened upon them because they were the recognised bodies to care for the destitute.

No one so much as thought of questioning the right or the wrong of such a policy until the burden of unemployment became serious and permanent. We have now come to see that there are two problems: the care of the aged and infirm—which is undoubtedly a local question; and the assistance and welfare of the able-bodied unemployed—which is a national responsibility.

How many other responsibilities which are borne solely by local authorities can be divided into two parts—the local responsibility and the national responsibility?

Effect of Dwindling Population

We must within the next decade face the consequences of a dwindling population; some authorities are satisfied that a permanent reduction has already set in. We have got to ask ourselves what will be the effect of this upon our present housing policy. (If we suddenly find ourselves with more houses than are actually required, this will have a serious effect upon the building societies and on the economic value of thousands of houses which have been purchased by the working classes as their only way of saving money.)

What effect will a dwindling population have upon other local schemes, designed to meet an increasing population? We all realise that many of the old industries are being replaced by new enterprises. Must the new industrial undertakings be allowed to pick and choose their squatting grounds?

Are we so padlocked to the past as to ignore whether the movement of industry creates “derelict” areas in one part of the country, while in another new houses, new drains, new roads and new schools must be built to meet the emergency forced upon the local authority because it just suits an individual or group of individual industrialists.

All these and many other problems concern the future of local government. It would pay us to think of them in advance, because they are inevitable consequences of the present trend of events.

(Continued from Col. 3)

Each competitor must be a member of N.A.L.G.O. Winning entries will be published anonymously or under a *nom de plume* if requested, but the entrant's Department and Branch must be stated with each entry. Unpublished contributions will be returned to any entrant who encloses a stamped addressed envelope for the purpose.

Any number of entries may be made by one person in any or all competitions. Entries for each section A to F must be sent in a separate envelope. All drawings and photographs must bear the competitor's name and address on the reverse side. No entries received later than December 12 can be accepted.

All entries must be clearly marked “Beano Competition” on the envelope, together with the Class Letter of the competition, and sent to—The Hon. Editor, “B. & O. Beano,” Imperial House, Cheltenham, before December 12, 1934.

B. & O. “BEANO”

OPEN LETTER TO ALL MEMBERS
OF N.A.L.G.O.

YOU remember “Beano,” 1934?

A bright, witty and sparkling annual filled from cover to cover with the effusions and bubbling humour of Local Government Officers of all grades and ages!

Twenty-two thousand one hundred and sixty were sold!—and paid for!—and the Benevolent and Orphan Fund benefited thereby to the extent of no less than £640!

Now, once again into the breach, friends and companions all!

If you are a skilled writer, or poet, or artist, let others know it. If you haven't yet been in print, here's your chance. But, don't forget that you are helping to earn money in sales of the 1935 “Beano” that may some day help your own people when in dire distress!

Above all, talk about “Beano,” 1935, to all your N.A.L.G.O. friends—and others! Ask them—even now—to put by the nimble shilling for their copy.

Every purchaser of the copies of the first edition of “Beano” will be eligible to share in a gift scheme. The gifts include one to the value of not less than £20, free holidays at hotels and N.A.L.G.O. holiday centres, and useful and valuable articles.

We want to beat even last year's magnificent record—if we can, and with your help—and thus swell the Benevolent Fund!

Here are the details of what the Editor wants from you, and the prizes awarded in each section:

(A) IF YOU CAN DRAW—

For the Best Humorous Drawing (pen and ink or brush work).

First Prize Three Guineas
Second Prize Two Guineas
Five Consolation Prizes Half-a-Guinea (each)

(B) IF YOU ARE AN AMATEUR PHOTOGRAPHER—

For the Best Snapshot of a Local Government Incident, taken during 1934 and suitable for publication.

First Prize Two Guineas
Five Consolation Prizes Half-a-Guinea (each)

(C) IF YOU CAN WRITE A FUNNY YARN—

For the Best Humorous Article (not exceeding 1,000 words), (preferably with some bearing on Local Government episodes or happenings).

First Prize Five Guineas
Second Prize Two Guineas
Ten Consolation Prizes Half-a-Guinea (each)

(D) IF YOU CAN'T WRITE A FUNNY YARN—

For the Best Article of any sort, providing it is in light vein (not exceeding 1,000 words).

First Prize Five Guineas
Second Prize Two Guineas
Ten Consolation Prizes Half-a-Guinea (each)

(E) IF YOU ARE BRIGHT AT LIMERICKS—

For each Limerick published by us an award of Half-a-Crown will be made. Those with a Local Government twist will be most acceptable.

(F) IF YOU ARE PRETTY SMART AT LITERARY COMPETITIONS—

Single Prizes of Half-a-Guinea are offered for the Best Entry under each of the following headings:—

1. For the most ingenious Limerick to the rhyme of “Beano.”
2. For the most ingenious Acrostic on the word “Beano.”
3. For the best Humorous Poem (not more than 14 lines) in any style on any subject.

CONDITIONS OF ENTRY

The Editor's decision is final, and all rights of publication of any entry are reserved. There are no entrance fees.

(Continued at foot of Col. 2)

NATIONAL EXECUTIVE COUNCIL

COMPULSORY SUPERANNUATION MEASURE COMING?: CONFERENCES AT THE MINISTRY OF HEALTH: SUPERANNUATION RIGHTS OF TRANSFERRED RATING AND VALUATION OFFICERS

THE outstanding feature of the proceedings at the quarterly meeting of the National Executive Council at the Association's headquarters, 24 Abingdon Street, Westminster, on Saturday, October 13, was the progress reported in connection with the Superannuation position. The matter arose on the report of the Law and Parliamentary Committee which was presented by the Chairman of that Committee, Mr. P. H. Harrold, Hon. Solicitor for England.

A Non-Controversial Bill?

With regard to the proposed Compulsory Superannuation Bill, it was reported that on July 11, 1934, the Association had received a communication from the Ministry of Health stating that the Ministry thought it would be of advantage if representatives of the Associations of Local Authorities and of N.A.L.G.O. were to confer at an early date with officials of the Department with a view to ascertaining how far it is possible to arrive at a substantial measure of agreement on the subject of a Bill to amend the Superannuation Act of 1922. On July 20, officials of the Ministry received representatives of the following bodies to discuss the question, viz. the County Councils' Association, the London County Council, the Association of Municipal Corporations, the Urban District Councils' Association, the Rural District Councils' Association, and N.A.L.G.O.

The officials of the Ministry stated that the Minister was in sympathy with the proposal that the Act of 1922 should be made compulsory, at all events as regards officers, and it was desired to ascertain whether it was possible to produce a non-controversial Bill which might be introduced next Session by a private Member. No official opinion on the question of servants could be expressed at present. This would have to be considered later by the Government as a special question of policy. In the present state of public business no promise could be made that a Government Bill would be introduced. There was a good deal in Sir Henry Jackson's Bill which was controversial, e.g. the proposal that workmen should be allowed to ballot on the question of the application to them of the Superannuation Act, and also on the question whether the first £1 of their wages should be ignored for superannuation purposes, the assessment of contributions in the case of workmen whose wages have been reduced, the question whether service should commence at the age of 16 instead of the age of 18, the question of the tribunal of appeal, etc. The rate of contributions proposed in the Bill might have to be increased in view of the fall in the rate of interest. The Government Actuary was considering this, but had not yet reported.

Compulsory Act Wanted

The representatives of the Associations, the London County Council, and N.A.L.G.O. then in turn gave their views in regard to the provisions of the Bill which Sir Henry Jackson had introduced in the last Session of Parliament on behalf of N.A.L.G.O., from which it appeared that all these bodies were in favour of a compulsory superannuation measure being passed as quickly as possible, and the officials of the Ministry were asked to report that the view of the representatives was that the Government themselves should introduce the necessary Bill. A number of suggestions were made for the amendment of the Bill, and it was also suggested that consideration might be given to the inclusion of a provision relating to annuities for widows of officers.

After the conference had finished there was an informal discussion amongst a number of

the representatives, during which it was suggested that N.A.L.G.O. should circulate to the Ministry, the Associations of Local Authorities, and the London County Council copies of Sir Henry Jackson's Bill amended to meet the various points raised at the conference other than the points concerning officers only. In accordance with this suggestion, the Bill has been re-drafted, and copies of the re-drafted Bill have been circulated to the bodies concerned.

It was further reported that a second conference was held on October 12, 1934, at which, in addition to the bodies who were represented at the conference on July 20, the Trades Union Congress was represented for the purpose of discussing the provisions of the Bill relating to servants. A small Committee was appointed to deal with a number of questions and will report back to a further meeting of the conference.

Rating and Valuation Officers' Superannuation

The Law and Parliamentary Committee also reported that they had from time to time been called upon to consider the position in regard to the superannuation rights of transferred officers under the Rating and Valuation Act, 1925. By Section 48(7) of that Act it is provided that:

"Every transferred officer shall hold his office by the same tenure and on the same conditions as heretofore, and while performing similar duties shall, in respect of a transferred office, receive not less salary or remuneration, and shall be entitled to not less pension (if any) than the salary, remuneration or pension to which he would have been entitled in respect of that office if this Act had not been passed."

Questions had arisen as to whether increases of salary received by an officer after transfer should be taken into account for the purpose of the computation of his superannuation under the Poor Law Officers' Superannuation Act, 1896. The view taken by the Ministry of Health and certain of the District Auditors was that no increase of salary received after transfer should be taken into account for superannuation purposes unless it was a periodical increment to which the transferred officer would have been entitled under any agreement in force at the date of his transfer.

On the other hand, the Association had obtained Counsel's opinion to the effect that all increases of salary received after transfer should be reckoned for superannuation.

A Test Action?

The Committee had been asked to take up the case of a recently-retired Clerk to an Assessment Committee. The retired officer had not been a member of the Association, but the Committee had been urged to take up his case as a test action, as the question involved was one which would in due course concern many members of the Association.

In the particular case which had arisen the officer, immediately before his transfer under the Rating and Valuation Act, 1925, had been in receipt of a salary of only £30 a year. Since his transfer his salary had been increased to £300 a year, and he contended that he was entitled to have his superannuation calculated on his average salary for his last five years' service, and not on his salary of £30 at the date of his transfer.

The Ministry of Health had expressed the view that the superannuation should be calculated on the pre-transfer salary of £30.

The Committee did not consider this particular case a good one to make a test action. They therefore recommended that no action be taken on this case, and that the Association wait until a better case arises.

It was further pointed out that where an Assessment Committee has adopted the Superannuation Act of 1922 or can be persuaded to adopt that Act, an Order could be made by the Minister of Health under Section 51(3) of the Act of 1925 bringing within the Superannuation Act of 1922 transferred officers whose rights under the Superannuation Act of 1896 had been preserved on transfer, on terms which would enable the whole of the salary received during the last five years' service to be reckoned for the assessment of the superannuation allowance, and all the previous service to be taken into account as contributing service; the officer, however, would have to pay contributions at the rate of 5 per cent. instead of 2 per cent.

It was reported that the Committee still had the matter under consideration and would report to the next meeting of the N.E.C.

An Income Tax Question

It was further reported that from time to time questions had arisen as to whether certain occasional remuneration received by local government officers for duties performed outside the regulation duties of the office held should be regarded as part of their income for the purpose of assessment to income tax. The following are examples of the remuneration referred to:—

(a) Fees received by local government officers for acting as Presiding Officer or Poll Clerk at Parliamentary or local government elections;

(b) Remuneration received by members of a corporation's staff (other than the persons who have been designated under Article 3(2) of the Overseers Order, 1927) for work done at the request of the Town Clerk as Registration Officer in connection with the preparation of the Register of Electors and Jurors' Lists.

As these questions are continually arising and as there must be a large number of members concerned, authority had been given for the opinion of some Counsel who is an expert on income tax questions to be obtained.

The number of cases of legal advice and assistance dealt with at Headquarters since the last meeting of the Committee was 143. Three compensation appeals had been submitted to the Minister of Health, as a result of which the annual compensation allowances had been increased by 19s. 7d., £10, and £2 5s. respectively.

The Publications and Recreations Committee reported that 108 members had been enrolled in the N.A.L.G.O. Motoring Association. One hundred and twenty bookings had been received for the Association's Centenary Cruise. Arrangements are also well in hand for the ordinary three weeks' cruise next year to the Canary Islands.

Scholarship Awards

At the meeting of the Education Committee hearty congratulations were extended to Mr. M. O. McAuliffe on his appointment as Chief Education Officer of Bristol. The following awards have been made for the year 1934 under the Association's Scholarships Scheme on the nomination of the examining bodies concerned:

N.A.L.G.O.—Exhibition: Mr. E. A. Davies, Accountancy Assistant, Borough Treasurer's Department, Poole; Scholarship: Mr. H. Raine, Clerk, Education Department, Lancaster Borough Council; Prize: Mr. F. J. Earl, Clerk, Education Department, Middlesbrough County Borough.

Clerical Assistants Examination (Poor Law Examinations Board).—Exhibition: Mr. P. W. Hope, Clerk, Public Assistance Dept., Middlesex County Council.

(Continued on next page)

NATIONAL EXECUTIVE COUNCIL

(Continued from preceding page)

Institution Officers' Examination (Poor Law Examinations Board).—Scholarship: Mr. D. G. Brown, Master's Clerk, Public Assistance Institution, Northampton County Borough; Prize: Mr. F. Simpson, Assistant Clerk to Rochdale Guardians Committee, Lancashire County Council.

Poor Law Diploma (Scotland).—Scholarship: Mr. A. B. McLanachan, Clerk, Public Assistance Dept., Kilmarnock; Prize: Mr. R. Bennie, Office Assistant, Public Assistance Department, Falkirk.

A certificate is to be prepared and issued to members to whom awards have been made under the Association's Scholarship Scheme.

It was decided that a questionnaire be issued to all branches with a view of ascertaining the general practice with regard to the appointment and duties of housing estate managers, the qualifications prescribed by local authorities, and the possible demand for a Certificate in Housing Estate Management.

The congratulations of the Committee were extended to Mr. J. McKnight, a member of the staff of the Education Department, on his success in the Intermediate B.Sc. Economics Examination, and on his winning one of the "Directors' Essay Prizes" at the London School of Economics.

The Finance and General Purposes Committee reported that the following recommendations that the branches mentioned should receive the increased rebate of 40 per cent. under Rule 9 (Subscriptions) had been made by the respective district committees:

North-Western and North Wales.—Lancashire C.O.; Ulverston and District; West Lancashire.

Yorkshire.—West Riding C.O.; North Riding C.O.

South-Western.—South-west Gloucestershire; Devon and Somerset.

These applications were approved.

Election of Honorary Officers

At a recent meeting of the South-Western District Committee, the following resolution was passed: "That the National Executive Council be asked to consider the whole question of the method of issuing the voting papers in connection with the election of Honorary Officers with a view to securing that only authorised delegates to Conference are able to obtain a copy." The Finance and General Purposes Committee had decided that the General Secretary be instructed to submit to the next meeting of the Committee a draft amendment to the rules to provide that the branches shall be entitled to cast votes, equal to the number of delegates which they may appoint to attend Conference, for the election of honorary officers.

It was decided to make a donation of £262 10s. to the Gresford Colliery Disaster Relief Fund.

When the report of the Service Conditions and Organisation Committee was considered, it was announced that the Ministry of Labour had agreed to receive a deputation on the subject of the cost-of-living index apropos the resolution on this question passed at the last annual conference. In connection with the movement for the establishment of Whitley Councils, the proposed Scottish Conference of representatives of local authorities and N.A.L.G.O. has been postponed until such time as the Glasgow Corporation has decided whether or not it should affiliate with industrial councils.

A resolution was received from the Yorkshire District Committee expressing the unanimous opinion that the Cleveland area should be included in the North-Eastern Division Whitley Council Area; the East and North Ridings (excluding the Cleveland Area) and York should together form a separate Provincial Council Area; and that it is not desirable at the present

time to take any definite action in regard to the setting up of a Provincial Council in the North and East Ridings, etc., Area.

Mr. W. W. Armitage had addressed the Southern District Committee on Whitleyism, and Mr. A. A. Garrard had spoken at a meeting of the South-Western District Committee on the same subject.

The Provident Society submitted a statement showing the progress made from January 1, 1934, to September 15, 1934, as compared with the corresponding period of the year 1933. In the Sickness Section the total membership this year was 13,563, and last year 11,816. The respective figures for the Death Benefit Section were 823 and 735.

The National Executive Council adopted a motion, submitted by Mr. J. T. Baker, that the decision of the Council at its meeting on July 14, 1934, to restrict the tenure of office of the chairmen to a maximum period of two years be extended to include the offices of chairmen of Standing Committees of the Council and Sub-Committees appointed by them.

WHAT OUR READERS SAY

Superannuation for All

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—The Inglewood Branch Executive have read with interest the recent articles on superannuation, and especially the letter from two Tonbridge readers in your September issue.

It is hoped that Conference itself intends that "Superannuation for all"—the policy of the N.A.L.G.O. from its inception—shall come before other amendments to the 1922 Act. If the small minority still without superannuation is to be sacrificed in an effort to secure more advantageous terms for the majority, then surely some definite lead must be given at next conference.

Perhaps the next logical move would be a motion for the N.A.L.G.O. (Employees) Superannuation Scheme to be thrown open to any N.A.L.G.O. member not provided for, on the basis that N.A.L.G.O. is the employing authority. Suitable arrangements could be made to provide for those officers who subsequently enter other schemes. By this means "superannuation for all" will become a reality, and not only a motto.

Yours, etc.

L. J. STONE.

Hon. Secretary Inglewood Branch.
Harrow Dene, Bullfinch, Riverhead, Kent.

N.A.L.G.O. and The T.U.C.

To the Editor of LOCAL GOVERNMENT SERVICE

SIR,—I read with interest the leading article in your October issue regarding the attack upon the N.A.L.G.O. at the T.U.C. Conference. Would you, sir, kindly give a small amount of space to a "bottom-dog" to voice his views? Firstly, I am of the opinion that N.A.L.G.O. should unite with the T.U.C., even though it may be political. Here is my reason. Huge numbers of clerks and workmen are forced to join a trade union these days in order to obtain employment. So there are men and women of all shades of opinion who have to be trade unionists whether they like it or not. That I think is real strength and unity. When the National Government came into office (and they are chiefly Conservative) they attacked local administration ruthlessly and threw many "officers" (I really prefer the term "men," it is more democratic!) out of work. Under those circumstances, how can local government employees have any sympathy for them?

Further, I think that, by having the "top-dogs" as representatives in the various depart-

A letter was received from the Liverpool Branch thanking the Association for taking up and bringing to a successful issue the superannuation case of Gissing v. Liverpool Corporation.

Mr. F. J. Willett, chairman of the council, presided. Others present were: Dr. A. Wotherpoon, president; Mr. C. G. Brown, immediate past president; Mr. W. E. Lloyd, hon. treasurer and vice-president; Mr. P. H. Harrold, hon. solicitor for England; Mr. G. S. Fraser, hon. solicitor for Scotland; W. W. Armitage (vice-chairman of the council); Messrs. H. Allen, A. G. M. Archibald, J. T. Baker, H. Begg, A. G. Bolton, J. Chaston, A. B. Day, F. R. Finch, Mrs. G. Franks, Messrs. T. Freeman, A. A. Garrard, J. E. Gee, V. Grainger, D. L. Griffiths, P. H. Harrold, G. Lawson, G. Llewellyn, F. V. Merriman, H. Morris, J. Moss, A. Denton Ogden, A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, E. J. Stead, C. C. Sweet, J. W. Vince, A. Webb, J. W. Wilkinson; together with Messrs. L. Hill, general secretary; John Simonds, legal secretary; H. Slater, education secretary; and H. Wright, secretary, Special Activities Department. Apologies for absence were received from Messrs. G. W. Coster, vice-president; F. W. Greenhalgh, M. O. McAuliffe, D. J. Parry, and G. A. Stone.

ments, they cannot give the interest to the welfare of the "bottom-dog" they should do. I should also like to ask what protection the average municipal employee has against wrongful and unnecessary discharge. When a man is discharged in industry a general strike follows, unless things are settled around the table. But this is not always possible, especially when some firms remain rigid to their policy. There are many local authorities in this country who pay salaries to their clerical assistants that many a labourer would sniff at; yet these black-coats require to have a knowledge of a thousand and one matters. Why should office-workers be called upon to put in hours of overtime at committees and not receive any extra pay? It does happen in some towns, as I expect you are aware. If a manual worker works later he usually gets time and a half over the usual working hours.

Yours, etc.,

"BOTTOM-DOG."

Croydon.

Lighter Side of Local Government

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—I am trying to make a collection of humorous incidents relating to local administration and to publish them in a little book on "The Lighter Side of Local Government."

For some years I have been collecting quaintly phrased letters from ratepayers, tenants of housing estates, etc., as well as amusing incidents in committee and council, such as the classic example of the mayor who, after his election, announced that he would endeavour "to hold evenly the scales of justice, veering neither to partiality on the one hand, nor to impartiality on the other."

It has occurred to me that many of your readers may have one or two special stories or humorous incidents within their own individual experience and I should be very grateful if they would be good enough to advise me if they have any such story which would supplement my personal collection.

Probably many of your readers have come across Mr. Gerald Barry's little book, "This England." My idea is to compile a book on somewhat similar lines relating peculiarly to local government affairs.

Yours, etc.

C. KENT WRIGHT.

Town Hall, Milton Road, Stoke Newington, N.16.

STAFF SERVICE CONDITIONS

A VERY interesting handbook has just been published and issued to each member of the staff of the Salop County Council. It contains full information, including decisions of the County Council, on all regulations affecting the appointment, salaries, conditions of service, and so on, of the Council's staff.

Its undoubted utility may be gauged from a perusal of its contents. The constitution and functions of the Adjustment Board (local Whitley Committee), standing order relating to appointments, statement of the position under the Local Government Act, 1933, in regard to the interest of officers in contracts, personnel, and functions of the Finance (Staffs Co-ordination) Sub-Committee, scheme of grading and conditions of service, table of travelling and subsistence allowances and of allowances paid to witnesses in court proceedings, epitome of contributions and benefits under the superannuation scheme, schedules of established posts and of existing staff—all are set forth in a simple, direct, and easily comprehensible manner.

A Good Example

In congratulating the Salop County Council on this most useful production, we suggest that our members could not do better than to induce their authorities to follow suit. Not only is a handbook of this description of infinite value to each officer, but it is of major importance in at least two other directions. Firstly, it will show new members of the councils what is the tradition of the local authority and will thus counteract, to some extent, that zeal to "make a clean sweep" which characterises the success of the new entrant into the "nursery of the Mother of Parliaments." Secondly, the publication of handbooks of this nature will enable officers to make exact comparisons between the conditions of one authority and those of another, and will thus go a long way towards enabling an officer to determine whether or not it is worth while going after a new position.

LOCAL GOVERNMENT

Mr. H. Lloyd Parry, B.A., honorary lecturer in public administration at the University College of the South West of England, and formerly Town Clerk of Exeter, is the author of "Local Government" (P. S. King & Son, 6s.), which consists of lectures delivered as a University Extension Course at Exeter. These lectures trace the history of local government, the principles that underlie it, and the trend of its development, and Mr. Parry declares that his object is not so much to impart information as to create an interest in the subject and stimulate thought. Finance and the Poor Law are discussed, as are also the highways administration, public health, education, town and regional planning, housing, the administration of justice, and systems of local government. Altogether, a very succinct review of modern development in local administration.

Too old at 40 ?

Not if the question of Life Assurance is at issue, but there should be no further delay. The cost of Life Assurance is considerably higher in the later years of life and the possibility of a man's general state of health rendering him uninsurable is greater.

N. A. L. G. O.

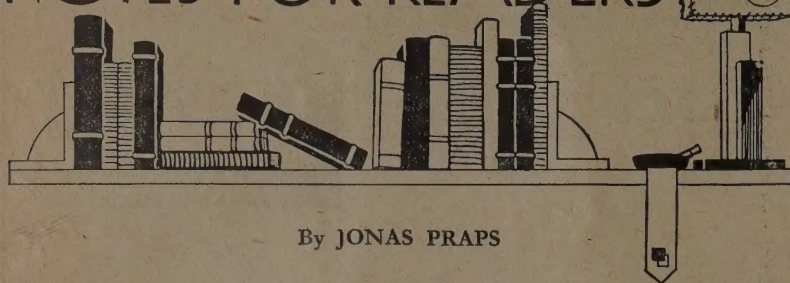
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NOTES FOR READERS



By JONAS PRAPS

THE crowded state of the booksellers' shops displaying new and attractive wares makes selection difficult; most of my notes will, therefore, be brief.

Cheek

For a sheer unadulterated account of double-dealing, read "Aseff, the Russian Judas," by B. Nicolaievsky (Hurst, 18s.). Whilst acting with the Russian Secret Service police, seeking to exterminate the revolutionaries and terrorists, he is a trusted member of an extremist gang responsible for many assassinations. For twenty years he led this double life, but got away with it, for he settled in Germany as a stock-broker and died in 1918.

E. A. Rheinhardt, in his life of "Josephine, Wife of Napoleon" (Hurst, 15s.), tells the story of the tragic career of the French Cleopatra. It is a careful study of her character and career; the least attractive part of the book being the illustrations.

Those who are interested in biography will wish to read Sacheverell Sitwell's excellent life of "Liszt"—the most complete study of the man which has been published; recently, at all events. It is issued by Faber (15s.). Padover's "The Revolutionary Emperor" (Cape, 12s. 6d.)—a life of Francis II of Austria—is also recommended.

England in India

The story of British rule in India is told by E. Thompson and G. T. Garratt in "Rise and Fulfilment of British Rule in India" (Macmillan, 21s.). Both writers are well qualified for their task and the book is an intensely

interesting yet serious study of the subject and should enable the reader to appreciate the present position of the country in its economic and political aspects.

"Cobbers," by Thomas Wood (Oxford University Press, 7s. 6d.), will not set the pulse working excitedly, but is a very pleasant account of a journey in Australia, Tasmania, and islands in the coral seas in the 1930's and is anything but a stereotyped globe-trotting work.

There is a distinct charm of style in the writing of James Hilton's "Good-bye, Mr. Chips!" (Hodder and Stoughton, 5s.). "Chips" (a sobriquet for Mr. Chipping) was a master at "Brookfield" Public School, and humour and pathos are delicately mingled in this delightful sketch of the human associations he has with boys, masters, and townsfolk. Whatever virtue, if any, there may be in the fact, it is the October *Evening Standard* book of the month selection. This craze is spreading; but, price apart, the *Standard* selection in this case is good.

More Allways

Beverley Nichols is on the warpath again in the chronicle of the doings of his village—Allways. Perhaps I ought to have said "Mrs. M." The would-be controller of the village affairs is once more on the warpath. It is much to the credit of Mr. Nichols that, despite the fact that "A Village in a Valley" (Cape, 7s. 6d.) is the third work chronicling the Allways atmosphere, there is no saturation. Atmosphere is the most suitable word one can use to describe the book, for whether the author is getting his own back with his *bête noire*, Mrs. M., who will poke her nose into every-

body's business, telling us of the horror which struck the villagers at "building" developments, the foibles, interest and follies of other of his neighbours, or describing the charm of the country life, "atmosphere" is present. There are few more delightful examples of descriptive writing by any essayist than the chapter entitled "A Symphony of Silence." His description of the various sounds and noises in the quietude of the village is an answer to the people who think it "much too quiet" in the country. Mr. Nichols is an excellent critic of nature and human nature.

In quite different vein is "Banquet for Furies," a full-length novel by Harold Weston (Rich & Cowan, 8s. 6d.). The scene is laid on an island not very far from the mainland. The principal land-owner on the island loses his life in a storm whilst crossing from the mainland. His wife bears a posthumous child which dies, but a live one is substituted by the midwife. Granted that this was possible under the circumstances related, what follows is a fine picture of a rather unscrupulous woman and her actions as dictator of the destinies of the island. Hell may have no fury comparable with a woman scorned, but Mrs. Orr's actions in obtaining the mastery of the islanders and avenging herself for the slights she had put up with from her husband's relatives is an example of fury of which denizens of the lower regions might be proud. The book is an excellent study of the principal characters—one or two of the minor ones are not too convincing.

PENSIONS FOR CIVIL SERVANTS' WIDOWS

It is reported that the Civil Service National Whitley Council has reached agreement on a plan for providing pensions for the widows and other dependants of Civil Servants. The proposed scheme provides that a Civil Servant who retires at 60 or later and is in good health can, subject to certain qualifications, elect to surrender part of his pension in exchange for a pension payable to his wife or other dependant. There will be no increased charge on the Exchequer for the reason that the substituted pension is the actuarial equivalent of the pension surrendered.

The precise effect of the surrender of a given amount of an officer's pension will naturally depend on the age of the wife or other female dependant concerned, but preliminary tables show that, for every £10 of pension surrendered by a pensioner aged 60 a dependant female five years younger would receive, after the death of the pensioner, £23 per annum for life. Under an alternative option, a reduced pension is payable during the joint lifetime of the officer and his wife in return for the surrender of the pension on the husband's life only, but should he die first the amount of the reduced pension would be doubled during the remaining lifetime of the widow. Thus, in return for the surrender of £10 per annum of pension by a pensioner aged 60 with a wife five years younger, an annuity of £5 16s. per annum during the joint lifetime would be paid and, should the husband die first, the pension would become £11 12s. during the widow's lifetime.

There are certain limitations attaching to the scheme, according to a *Times* correspondent. Thus the officer may not surrender more than one-third of his statutory pension nor so much of it as would make the reduced pension payable to him less than the pension payable to the beneficiary after his death. Again, the officer may not surrender a smaller amount than would secure for the beneficiary after his death a pension equal to one-fourth of his own pension as reduced by the allocation.

AN ESSENTIAL BOOK

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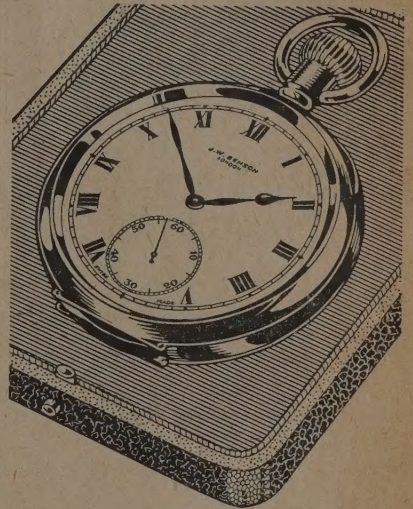
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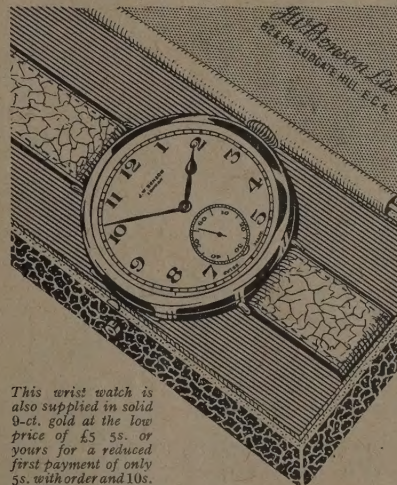
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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been issued to branch honorary secretaries from headquarters:—

OCTOBER 1.

Circular No. 74/Prov./1934.

(To local correspondents of the Provident Society).

(a) Requesting a campaign to obtain increased contributions from members and enclosing a supply of application forms for this purpose.

(b) Regarding the membership campaign and competition, 1934.

OCTOBER 17.

Circular No. 75/HYS.

(To branch secretaries and sellers of *Help Yourself Annals*).

(a) Requesting a remittance together with books of counterfoils for disposal of annals.

(b) Requesting immediate notification if there are likely to be any unsold annals so that they may be transferred to branches which will be able to dispose of them.

SALARIES AND SERVICE CONDITIONS

Since the October issue of LOCAL GOVERNMENT SERVICE, the following notification with regard to salary deductions has been received:—
Buteshire County Council.

IMPORTANT DATES

Nov.—Branch annual meetings to be held during the month.

Nov. 30.—Last day for applying for admission to the N.A.L.G.O. examinations in January, 1935.

COST OF LIVING

Below, we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: May, 37; June, 38; July, 41; August, 42; September, 43; October, 43; the percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Aug.	Sept.	Oct.
Food	23	26	25
Rent	56	56	56
Clothing ..	90	90	90
Fuel and light ..	70	70	70
Other items ..	75	75	75

ANNUITIES FOR WIDOWS

In the list of authorities which have made provision for annuities for widows in connection with their superannuation schemes, given in the article by the Legal Secretary, on page 660 of the October issue of LOCAL GOVERNMENT SERVICE, the Wigan Corporation Act, 1933, should have been included.

DISTRICT COMMITTEES

North-Western and North Wales

The quarterly meeting of the North-Western and North Wales District Committee was held at the Town Hall, Birkenhead, on October 6, Mr. J. W. Wilkinson (Southport) presiding, Mr. F. J. Willett, honorary secretary, Mr. J. D. Cannell, honorary treasurer, and Mr. J. E. Gee, Mr. T. Freeman, Mr. J. W. Singleton and Mr. C. A. W. Roberts, members of the National Executive Council, and Mr. Haden Corser, divisional secretary, were among those present. The delegates were welcomed by the Mayor (Alderman J. Coulthard, J.P.), who said he was pleased to see that £11,000 had been paid to distressed members and the widows and orphans of members during the past year from the Benevolent and Orphan Fund of the Association. The chairman responded.

Mr. J. H. Warren, of the Birkenhead Branch, presented to the Mayor a cheque for £40, representing a collection made amongst the members of the Birkenhead Branch as a contribution to the Mayor's Appeal for the Gresford Colliery Disaster Fund.

Two features of the proceedings of the meeting were the recognition by the District Committee of the two Area Education Committees which had been formed in the Liverpool and Manchester districts, and the sanctioning of the formation of a Cumberland, Westmorland and Furness District Area Sports Section.

As the result of an appeal by the Denbighshire County Branch representative, a sum of 20 guineas was voted as a contribution from the District Committee to the Gresford Colliery Disaster Fund raised by the Lord Lieutenant of Denbighshire.

A representative of the Liverpool Branch expressed the appreciation of his branch at the satisfactory result of the appeal to the High Court in the "Gissing Case."

At the close of the meeting the delegates were entertained to tea by the Mayor of Birkenhead.

South-Eastern

The quarterly meeting of the South-Eastern District Committee was held in London on October 13, when Mr. A. Webb (Brighton) presided.

Consideration was given to the subject of the organisation of county branches and sub-branches and most encouraging reports were received from a number of branches.

The honorary secretary of the Sports Section, Mr. W. A. N. Baker (Maidstone) presented his report, which showed that a most successful season had been enjoyed. The chairman presented the district trophies to the representatives of the winning branches, the golf cup going to the Bexhill and District Branch, the bowls cup to the Kent County Branch (Public Health Department), and the tennis cup to the West Sussex County Branch.

Mr. Webb reported upon the work of the Regional Committee and the Benevolent and Orphan Fund generally and urged branches to do everything possible to obtain increased subscriptions and donations.

Mr. J. Moss (N.E.C.) reported upon the work of the National Executive Council and dealt particularly with the position of superannuation and the work of the Law and Parliamentary Committee. Mr. Webb stressed the importance of the educational facilities provided by the Association, and the great benefit derived by members through the thrift and trading schemes.

A letter was received from the honorary secretary of the District Committee, Mr. H. F. Veness (Hastings), intimating his early retirement from the local government service and his consequent retirement from the honorary secretaryship of the District Committee. This was received with great regret, and the Executive Committee were empowered to make suitable arrangements for a farewell ceremony at the annual meeting which was fixed for January 5, 1935.

West Midland

The West Midland District Committee met at the Rural District Council Offices, Lichfield, on September 22. Mr. G. A. Stone (Worcester County Council) presided. In a welcome to the city, the Mayor of Lichfield (Councillor A. H. Perrins) referred to the superannuation question. He recalled that a superannuation scheme was adopted by the Council on the application of N.A.L.G.O. in 1928, and said he was sorry there were still authorities which had not adopted the 1922 Act. It was his experience that both parties benefited from a superannuation scheme.

On the proposition of Mr. F. Gee (Borough Treasurer of Shrewsbury), Dr. Witherspoon was heartily congratulated on his election as president of the Association.

On the proposition of Mr. G. C. V. Cant (Town Clerk of Dudley) it was resolved to send the congratulations of the District Committee to the Association's legal secretary on the result of the Gissing case in the Court of Appeal.

The chairman referred to the scheme for providing pensions to widows and orphans which was to come into operation in Birmingham on October 1. Miss Woolldridge (Staffordshire County Council) raised the point that in the Birmingham Scheme and in schemes which had been considered by N.A.L.G.O. there appeared to be no clause under which female officers with dependents could make provision for such dependents. It was agreed that the Executive Committee should examine and report on the Birmingham Scheme, and should take into consideration the point raised by Miss Woolldridge.

The question of approaching Birmingham University on the question of providing a degree or diploma in public administration was raised. It was reported that the City of Birmingham Commercial College had instituted evening classes in connection with the diploma in public administration of London University, and it was agreed that this probably met the need at the present time.

It was reported that the City of Worcester Corporation had granted for the use of the officials and the police as a sports ground four acres of land, and had generously provided funds for laying out the ground.

A comprehensive report on action taken regarding temporary deductions in consequence of Ministry of Health Circular 1222 was circulated to the committee. This showed that deductions now applied to seven local authorities only out of 126 local authorities in the West Midlands. Of the seven, in one case the deductions applied to one officer only, and in two cases the deductions would terminate in April next.

On behalf of the District Committee, Mr. G. C. V. Cant presented to the Herefordshire Urban and Rural Branch the West Midland Shield, which is awarded annually to the West Midland Branch which contributes to the Benevolent and Orphan Fund the highest amount per head of membership at the Conference Purse Session.

The branch contribution was 13s. 10d. per head. As chairman of the Regional Benevolent and Orphan Committee, Mr. Cant appealed for greater support from a number of branches which had failed to do all he thought they could do for the fund.

The committee reconsidered the matter of Whitleyism, and reiterated their previous opinion that in the West Midlands no effective progress as regards a provincial council would be likely until after the National Executive Council had approached the Association of Authorities on the matter.

At the conclusion of the meeting the representatives were generously entertained to tea by the Lichfield Branch. On behalf of the committee, Mr. E. Long, Deputy City Treasurer of Coventry, thanked the branch for their hospitality, and Mr. J. S. Brown, Rating Officer, Lichfield, on behalf of the president of the branch, said they were delighted their colleagues had visited their historic city.

Local Government Service

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

N.A.L.G.O. AND THE T.U.C.

WE return to the question of N.A.L.G.O. and the T.U.C. because of a letter which appears in this issue.

"Bottom Dog" writes with sincerity, and because of that he is entitled to have his reasons considered. The letter states a point of view which we know to be held by others, but the issue is a profound one, and it has many facets. It is obvious that "Bottom Dog" has definite political leanings, but they are not necessarily the same as those of some of his colleagues. Those personal convictions are the birth-right of every citizen whether he gets his living from the public service or from private employment.

Civic Rights

Each individual has the right to express himself through the secrecy of the ballot box. A local government officer is quite as free to do so as anyone else. He can even vote against the re-election of a member of his own employing authority if he dislikes his politics, and he would not be penalised for doing so even if his private views were known. That such a position exists is due to the general acceptance on all sides that party politics must be ignored in dealing with the personnel of the public services of this country.

Political Freedom

Here, then, is political freedom of the very best order, and the public officer should be content with that. Whilst he is content to express his political convictions through the ballot box, the public, the party political organisations, and the Government will continue to put their entire confidence in him.

The Government and the local authori-

ties are mainly composed of representatives of political parties—sometimes the predominant or ruling party is of "one colour," sometimes it is of another.

We are used to having, in normal times, a Conservative, or a Labour, or a Liberal Government. But we have never had every local authority governed by the same political party at the same time. One local authority may be "Labour" and its next-door neighbour may be "Conservative." Very often the Members of Parliament for the borough are of a different party from the predominating party on the town council. All that shows how complicated is the political situation from a local government officer's point of view.

Difficulty of the Party Tab

N.A.L.G.O. includes in its membership public officers who have to advise their councils on many things. Those men and women have no right to let their political leanings, even if they have any, enter into their work. It does not require much imagination to see how untenable would an officer's position become if he were a member of an organisation which was definitely allied to one political party. Every local government officer would be suspect. It would mean the end of impartial advice and administration, and that would probably lead ultimately to public officers coming into and going out of the service with their party. This is the position which America is trying to kill, believing—and rightly so—in the far greater efficacy of our system.

What is more, the real leaders of all parties do not wish the organisations of public officers to be identified with political movements. They know that they can rely upon the best advice being given and the wholehearted devotion to duty being shown to each party as it assumes office. What more can any party wish?

Another principle of first importance which is recognised by everyone is the freedom of the public officer to organise and to practise pure trade unionism. But once he uses his organisation, his collective strength, for taking sides in political party issues, he will be faced with problems of an entirely different character.

N.A.L.G.O.'s Success

A trade union is any organisation which deals with the service conditions of its members. N.A.L.G.O. was formed for that purpose, and its record in that respect is the envy of many who wish they could do as much for their members. Its success is the measure of the rightness of the cause. Any other measure would be less satisfactory and certainly less permanent. N.A.L.G.O. thinks just as much of one party as of another, and it has highly respected and valued friends in all.

Now let us get down to one or two casual statements in the letter before us.

When "Bottom Dog" states that "huge numbers of clerks . . . are forced

to join a trade union these days in order to obtain employment" he is forgetting the Trade Disputes and Trade Unions Act, 1927. It might be worth while quoting the appropriate sections of that Act:—

"It shall not be lawful for any local or other public authority to make it a condition of the employment or continuance in employment of any person that he shall or shall not be a member of a trade union, or to impose any condition upon persons employed by the authority whereby employees who are or who are not members of a trade union are liable to be placed in any respect either directly or indirectly under any disability or disadvantage as compared with other employees.

"If any person employed by a local or other public authority wilfully breaks a contract of service with that authority, knowing or having reasonable cause to believe that the probable consequence of his so doing, either alone or in combination with others, will be to cause injury or danger or grave inconvenience to the community, he shall be liable, on summary conviction, to a fine not exceeding ten pounds or to imprisonment for a term not exceeding three months."

Wrongful Dismissal

Perhaps "Bottom Dog" means that some councils like their officers to belong to their appropriate union in order that the representative voice of the officers may be heard in negotiations. That does not mean they should belong to an organisation which has a party label.

Our correspondent asks "what protection the average municipal employee has against wrongful and unnecessary discharge." Against wrongful dismissal he has the law on his side; against any other form of dismissal he has N.A.L.G.O. and all that trade unionism can do for him. It is wrong to say that "when a man is discharged in industry, a general strike follows unless things are settled round a table." Statements of that kind are not good propaganda. Men in responsible positions are not misled by nonsense and bad reasoning. That is one reason why we had to speak so plainly in our last issue.

Safeguarding Service Conditions

So far as overtime and other unsatisfactory service conditions are concerned, members of N.A.L.G.O. who are not getting what they regard as fair treatment have the machinery at hand for dealing with their troubles. That is what N.A.L.G.O. exists for. Questions relating to service conditions are being solved every day. One of the greatest tributes to the efficiency of N.A.L.G.O. is the small amount of genuine dissatisfaction.

It was said quite recently that the lack of enthusiasm for Whitleyism in the local government service was the measure of N.A.L.G.O.'s success. What more does anyone want out of trade unionism?

THE LEGAL DEPARTMENT AT WORK

How Members' Interests are Safeguarded: Advice and Assistance on Varied and Complex Problems: Review of Twelve Months' Activities

IT might be opportune in this month's issue briefly to review the work of the Legal Department of N.A.L.G.O. during the last twelve months. Its work may be said to be both legal and parliamentary, and in both spheres the interests of the members of the Association are closely watched. The practical value of the department may not be apparent to many members who have not had cause to avail themselves of its services. Even those who have done so can have little conception of the extent of its activities and the varied and complex problems upon which it is called to advise. Yet, on reflection, it must become apparent that the manifold duties which devolve upon the modern local government officer—and every year sees further duties being added—present ever-increasing problems on which he requires advice and guidance. In this article an attempt is made to give an insight into the work of the department, with special reference to the activities of the last twelve months.

The Gissing Case

Two legal decisions during the last twelve months stand out as notable successes for the Association. The first is the now well-known case of *Gissing v. Corporation of Liverpool*. The decision in this case is of cardinal importance on the question of the superannuation rights of poor law officers transferred under the Local Government Act, 1929. The facts were that Miss Gissing, who had been in the service of the West Derby Board of Guardians, since 1897, had not been required to make any superannuation contributions until 1929, in which latter year the Guardians commenced to deduct contributions under the Poor Law Officers' Superannuation Act, 1896, and an arrangement was made whereby she was to pay off by instalments the arrears of contributions in respect of her past service. After her transfer under the Local Government Act, 1929, she elected to remain subject to the Act of 1896, and the Liverpool Corporation continued to deduct contributions from her salary and also to accept the arrears until 1932, when they refused to make any further deductions. They maintained that she had no superannuation rights because she was not an officer by whom the annual contributions referred to in section 124 of the Act of 1929, required by the Act of 1896 had been made. In short, they interpreted "the contributions" as "all the contributions." Thus the case really turned on the interpretation of the single definite article. The Association wholeheartedly took up the case on behalf of Miss Gissing, and asked for a declaration that the Act of 1896 applied to her, but in the Court below, Mr. Justice Farwell interpreted the wording of the Statute rigidly, and decided in favour of the Corporation. An appeal was lodged and was eventually allowed by the unanimous decision of the three members of the Court of Appeal.

Successful Income Tax Appeal

The second case, that of the *National Association of Local Government Officers v. Watkins* concerned the domestic affairs of the Association. It was an appeal to the King's Bench Division against an assessment to income tax for the year 1931 in respect of the profit arising from the Croyde Bay Holiday Camp. The Commissioners had ruled that the Association carried on a trade or business at the Camp; furthermore, that the persons using the camp as such were not identifiable with the whole membership or even a part thereof, as there was no mutual trading. On these two grounds, therefore, they assessed the whole of the profit arising from the conduct of the camp for income

tax purposes. The appeal came on before Mr. Justice Finlay, who found in favour of the Association, and allowed the appeal with costs. He held that the Association was an unincorporated association and its property belonged to all its members. Its position, therefore, was analogous to that of a club where a member uses something which belongs to him and replaces its equivalent in cash. As there was no sale, there was no trading, and, consequently, no liability to pay income tax. The decision naturally affects Cayton Bay Centre as well, and will result in the saving to the Association of a considerable sum annually.

It has always been the policy of the Association to protect its members from unjustifiable attacks both in the press and from individuals. Local government officers, owing to the public nature of their duties, are peculiarly susceptible to attack. Criticism is not resented, but too frequently it becomes a cloak for personal animosity and deteriorates into the making of grave charges of misconduct for which, on investigation, there is not an atom of evidence. During the last twelve months, no less than thirty-eight cases of alleged defamation of character were considered by the Department. In six instances, the department advised that proceedings should be instituted and in each case a favourable verdict or a satisfactory settlement was obtained. In others, due consideration of the facts showed that the statements were covered by the defence of qualified privilege and evidence of malice to rebut that plea was lacking. In many cases, on the advice of the department, threats of proceedings resulted in the retraction of the statements and the desired apology. Truly, it may be said that N.A.L.G.O. jealously guards the character and professional integrity of its members.

Superannuation Problems

Superannuation queries always bulk largely in the work of the department, and nearly two hundred and fifty have been dealt with since October of last year. The majority, but by no means all, naturally arise under the Local Government and Other Officers' Superannuation Act, 1922. Although the Poor Law Officers' Superannuation Act, 1896, has been repealed, there must be thousands of transferred officers under the Rating and Valuation Act, 1925, and many more thousands of poor law officers transferred under Local Government Act, 1929, and who have exercised the option conferred by that Act, who still remain subject to its provisions. It is true, however, that with the passage of years the number of officers who come under the Act of 1896 will eventually gradually dwindle away to nothing, but at the moment every post provides its quota of queries. Then come further refinements; first there is the poor law officer transferred by the Local Government Act, 1929, to a 1922 Act authority, who did not elect to remain under the Act of 1896: he becomes subject to the Act of 1922 in a modified form. Then there is the case of the officer transferred under the Rating and Valuation Act, 1925, to a similar authority to whom the Minister has applied the Act of 1922 in modified form by means of an Order made under s.51(3) of the Rating and Valuation Act, 1925. Then come the numerous private Act schemes which operate in most of the Metropolitan Boroughs and in certain other authorities, the Asylum Workers' Superannuation Acts, and the Fire Brigade Pensions Act. Finally, the position is complicated by authorities who have no superannuation scheme in operation, but it is to be hoped that the near future will see this anomaly removed.

The last few months have brought an influx of queries from officers desirous of ascertaining their position as regards superannuation should they succeed in obtaining posts under the

newly-created Unemployment Assistance Board. It is now a common practice for members who contemplate applying for posts under another authority to consult the Department, especially on the vexed question of the payment of sums in lieu of transfer value on transfer from a non-adopting authority. When one considers the continual fluidity of movement among local government officers from one local authority to another, and the application of so many possible Acts, it is not difficult to appreciate that the disentangling of an officer's superannuation rights is sometimes a difficult matter. Some of the queries are in common form, while others merely illustrate the maxim that it is beyond the wit of man to devise a statutory formula to meet every possible combination of facts.

Compensation Claims

Another important phase of the Department's work is advising members as to their compensation claims for loss of office or diminution or loss of fees, salaries or emoluments.

The review of county districts has resulted in recent years in a host of County Review Orders being made by the Minister of Health under the Local Government Act, 1929. Over a hundred claims for compensation have been prepared or settled by the Department in the last twelve months. In many cases it has been necessary to appeal to the Minister of Health against the decision of the compensating authority, and in almost every instance the appeals have been successful and have resulted in the compensation allowances being increased in the aggregate by some hundreds of pounds. In no case has an appeal against the failure of a local authority to grant added years been unsuccessful. Owing to the extreme complexity of the law on the subject, members would do well to consult the Department on the preparation of their claims.

To the major aspects of the Department's activities must be added that host of queries which, for want of a better term, are grouped together under the heading of miscellaneous points. Claims under the Workmen's Compensation Act, Declarations of Liability, National Health Insurance queries, problems under the Old Age, Widows' and Orphans' Contributory Pensions Acts, points on the Unemployment Insurance Acts, Certificates of Exception from Health or Unemployment Insurance, claims for damages, conditions of service and service agreements, income tax problems, even the legal liability of a caretaker for the pugnacious habits of his dog—their number defies classification, but over a hundred and seventy such diverse applications for advice were dealt with in twelve months.

Parliamentary Activities

Finally, a word must be said about the Parliamentary activities of the Association. At the moment consultations are taking place between the Association, the Ministry of Health, and the various Associations of Local Authorities with a view of obtaining a measure of agreement on the question of compulsory superannuation for the local government service. It is hoped that a Bill to effect that purpose will be introduced into Parliament during the coming session. It devolves upon the Legal Department to consider the legal effect of the amendments desired by the various interested bodies, and to draft clauses to meet their desires. Furthermore, all Bills connected with local government administration, or which are likely to affect the service, however remotely, have to be studied to see that the interests of the officers are properly protected, and if not, to approach the authorities with a view to the insertion of protective clauses.

DONALD OF "THE CHRONICLE"

ROBERT DONALD, by H. A. Taylor (Stanley Paul and Co., Ltd., Paternoster House, E.C.4). 18s. net.

The name of the late Sir Robert Donald will always be a fresh memory to members of N.A.L.G.O. For the last two or three years of his life he was a popular figure at our annual conferences, and those of us who came into contact with him will never forget his charm of manner, his ever-ready assistance, his valuable advice, and his never-failing courtesy.

Of modest birth, equipped only with a minimum of schooling, he rose higher and higher in his profession until he attained the topmost rung—the presidency of the Institute of Journalists. Donald was editor of the *Daily Chronicle* during the heyday of Liberalism, and, under his command, the *Chronicle* shot forward to one of the foremost places among London's daily papers. It is difficult to assess whether the rise of Liberalism was due to the editorial management of the *Chronicle* or whether the progress of the *Chronicle* was consequent upon the enthusiasm for the party; but, whichever way it went, Donald earned a very large share of the credit.

He was intensely interested from his earliest London days in the subject of local government. He was one of the few who could visualise the trend of events, and his time and experience were always at the disposal of Royal Commissions, Departmental Committees, and even individuals who were wise enough to accept the wisdom of his words. T. P. O'Connor engaged Donald when he was getting together his staff to launch in London a new evening paper—the *Star*. Donald says: "He took me on trust . . . as a special correspondent, and turned me to cleaning the Augean stables of London's local government." Some short while after this, Donald founded a weekly newspaper called *London*. The London County Council was then in its infancy and "for once, Londoners were displaying a lively interest in civic affairs, which was not wholly surprising, having regard to the corruption and inefficiency disclosed by the Royal Commission on the Metropolitan Board of Works." That paper is now the *Municipal Journal*.

Naturally, a great part of this book deals with the War period, and one gets the inside story of many events which have remained somewhat obscure during the intervening years. Incidentally, the presentation of the facts relating to the purchase of the *Chronicle* and the consequent resignation of Donald from the editorial chair leave rather a nasty taste in the mouth and, unless and until the contrary be proved, one is forced to the conclusion that Donald received what our American friends call "a very raw deal."

One of the joys of reading biographies is provided by watching the manner in which men master the circumstances and opportunities of their times and callings. In this book, one receives this joy to the full.

SCOTTISH DISTRICT NOTES

THE Scottish District Committee met in Dundee on October 6. Mr. Hugh Begg, F.R.C.V.S., presided.

The chairman, submitting the report of the executive, stated that Scotland had shared in the donation made by the "Help Yourself" Society, a cheque for twenty-five guineas having been received, the amount to be distributed to voluntary hospitals. It was agreed to recommend distribution of this sum to branches, roughly on the basis of the number of journals sold.

Regarding the proposed conference with a view to the setting up of a National Whitley Council for Scotland, the secretary had explained the circumstances under which the Ministry of Labour had thought it advisable to postpone the holding of the conference, and it was agreed to keep in view the convening of the conference about the month of April. In the meantime, the small sub-committee are to conduct propaganda in favour of Whitleyism. Mr. John A. Fraser was thanked for the good work he had already done in connection with this matter.

Several county branches had applied for the additional rebate of subscription, and it was agreed that all county branches that apply for this grant be given it.

The report was approved.

Poor Law Officers' Tenure

MR. DONALD MACLEAN (Greenock), submitting the minutes of the Law and Parliamentary Committee, referred to the efforts which had been made to get clauses dealing with security of tenure for certain Poor Law officials inserted in the Poor Law (Scotland) Bill. Though they had been unsuccessful, they had made this question of security a live issue, and they had reason to believe that it would be sympathetically considered when a consolidating measure came along.

MR. JOHN CAMPBELL submitted the report of the Education Committee. The numbers attending the summer school had been larger than at any previous school. Thanks were tendered to Mr. J. E. Highton, B.L., secretary to the Department of Health, for his offer of a prize for the best essay submitted on a subject to be set by him from year to year.

The question of an arrangement with the Poor Law Examinations Board was remitted back to the committee for further consideration.

It was agreed to continue affiliation with the Workers Educational Association.

MR. DUNCAN GALBRAITH, presenting the report of the Propaganda Committee, recalled Mr. Hill's visit to Scotland in September last. On September 12, Mr. Hill attended a meeting of the Ayrshire Branch. On the following day, a meeting was held at Castle Douglas and was well attended by officials from the various districts in Kirkcudbrightshire. The new branch is about 70 per cent. strong. Stranraer

was the next meeting place, a new branch being formed. On the following day, the annual sports tournament was held at Bridge of Allan.

A meeting was held at Aberdeen. At Inverness there was a meeting with members of the Town Council, when the question of superannuation was discussed. Subsequent meetings were held at Dundee, Stirling, Falkirk, and St. Boswells. At Edinburgh, members displayed interest in the facilities afforded by the various ancillary activities of the Association.

It was agreed to renew affiliation with the Scottish Youth Hostels Association. Mr. Adams (Edinburgh) was appointed representative on that Association in place of Mr. Young, who is already a member of the executive.

It was decided to hold the next meeting, which is the annual meeting, in Glasgow, on December 22.

Glasgow Branch—Assistant Registrars

On October 9 last, Mr. Mortimer, accompanied by Mr. Thomson, Assistant Registrar, interviewed the Magistrates' Committee on the question of a new scale of salaries for assistant registrars. The CHAIRMAN stated that he thought an excellent case had been made out, and he advised that the question be brought before the Conditions of Service Committee.

Wigtownshire Branch

The small committee appointed to draft a constitution for the new branch met at Newton Stewart on October 10, when Mr. Mortimer was in attendance. The draft constitution having been approved, it was agreed to submit it to a meeting of the branch to be held at Stranraer on October 31. Dr. J. Macdonald Ross, Medical Officer of Health, was nominated as president of the branch, and Mr. T. Millar, of the County Clerk's Department, as honorary secretary.

Salary Deductions

Since last issue Bute County Council have restored the economy deductions in salaries as from May 16 last.

Berwick County Council have also restored the salaries in full.

NALGO STAFF ASSOCIATION DANCE

AT THAMES HOUSE RESTAURANT ON NOVEMBER 6, 1934

Tickets, 2/6 each, can be obtained from The Honorary Secretary, 24, Abingdon Street, Westminster, S. W. 1.

£46,131

IS THE AMOUNT WHICH A QUINQUENNIAL VALUATION HAS RECENTLY DISCLOSED CAN BE SPENT BY THE

Nalگو Approved Society

ON ADDITIONAL BENEFITS DURING THE FIVE YEARS COMMENCING 1st JANUARY, 1935.

JOIN A SOCIETY WHICH GIVES THE BEST BENEFITS

AT RANDOM: COMMENTARY ON CURRENT EVENTS

By "HYPERION"

Dean Inge's Retirement

IN a recent article on his retirement from the Deanery of St. Paul's, Dean Inge says: "I am not out of sympathy with the modern generation. There is much in them that I like and admire."

He then proceeds to disprove this statement by the following typical *ex cathedra* pronouncements:

"Modernist art—sculpture, painting and architecture recalls now the productions of an African savage and now those of a very unpleasant child. Modernist poetry will not scan, and it is usually unmitigated drivel. . . . Another unpleasant sign of barbarisation is the sight of young women with splashes of crude red on their lips and nails. To my eyes, this is as repulsive as the similarly tinted patch which colours the stern of a baboon. . . ."

"Let the cobbler stick to his last," is a good motto, and Dean Inge's criticisms of things which are outside his province are as misplaced as the late Mr. Justice McCardie's animadversions on women's underclothes!

Had Dean Inge lived in an earlier age he would have merited—and doubtless received—the rebuke addressed by Queen Elizabeth to the Dean of St. Paul's at that period, when he preached against images in churches:—

"Leave that alone! To your text, Mr. Dean! To your text!"

Leave that. We have heard enough of that. To your subject!"

How infinitely better and more readable is Dean Inge when he writes in his own philosophic vein. Here is an admirable passage—admirable sense and admirable prose:

"Astronomy gives us a picture of a wilderness of space, probably boundless, sown with aggregations of matter in all stages of heat and cold, from the furious furnaces of Canopus and Arcturus to the dead dark unchanging moon. . . . If time, as well as space, is infinite, worlds must be born, die and live innumerable times, each life being terminated and preceded by a sleep of incalculable duration. Of progress in such a system, as a whole, there cannot be a trace. Within each unitary life of a star or planet there may be interesting evolutions of this or that species; but as such evolutions had a beginning, so they must assuredly have an end; and at last nature smooths all away as the tide levels a child's sand castle."

Pessimist—a New Definition

And, talking of Dean Inge (although I have always held "The Gloomy Dean" to be a complete misnomer), I am reminded of a definition of another pessimist which I heard recently: "A pessimist is a man who, when he sees a bottle of whisky that is half full, complains that it is half empty."

Tongue-Twister

LADY (to workman busily employed with some tea-cases): "Are you copperbottoming them, my man?"

WORKMAN: "No, I'm aluminiuming 'em, mum."

[Try repeating this half a dozen times—it's good exercise.]

Woman and the "New Deal" in the U.S.A.

Miss Frances Robinson (commonly known in the United States as "Robbie"), General Johnson's one-time stenographer and subsequently his ultra-loyal assistant and shadow at N.R.A. headquarters, stated in an interview recently:

"Take our own government in Washington. You will find in practically every branch an able conscientious woman who really runs the particular office. She rarely has the title. . . . Perhaps some of you have wondered how politicians, lifted suddenly from obscurity, can

carry out the intricate affairs of a highly technical government job. There is no mystery. These transplanted gentlemen have not, by magic, become geni of finance or statesmanship, but they have found in their office some unassuming woman who knows what it's all about and carries on. I could name a dozen such cases, but I won't. Custom has hallowed the procedure. . . . When all this emergency is over, there will be a sudden realisation that it was woman who implemented the New Deal.

"Once last year, badgered by newshawks' questions, General Johnson snapped: 'I don't know. Ask the little skirt!'"

Mapping Out Your Way

Cricket is still ahead of many industries in appreciating and using statistics as an aid in distinguishing good performance from bad. Cricket clubs keep adequate and comparable records of their players' form; how many industries do as much for their plants and offices? We blame our misfortunes on all sorts of outside agencies, but what else can we expect so long as we give far more thought, far more money and far more of our spare time to a rather unsatisfactory series of Test Matches than in making re-adjustments on which our future national prosperity and security depend? There is a lot to be said for cricket, but surely also there is something to be said for shaping a world in which leisure and the liberty to use it may still exist and may be far more widely shared.

[From P.E.P. Broadsheet No. 33]

Americana

I think it is time that I entertained you with a few more extracts from H. L. Mencken's "Americana." Here are a few to be going on with:

Proud boast of the Hon. Edgar Howard, LL.B., Representative in Congress from the third Nebraska district:

"No man or woman in our Nebraska has ever read in a Nebraska newspaper the published statement that any Nebraska woman was getting ready for the visit of the stork. In our clean Nebraska atmosphere, such a publication as that would be regarded as unclean."

Uncompromising stand of R. A. Rooker, democratic candidate for re-election as alderman of Altus, as reported on the respectable "Times-Democrat," of the same city:

"I am against Sunday baseball, mixed swimming pools, boys and girls petting parties and late hours auto riding. This may not lend to popularity, but I have not compromised on this question."

Evening diversions among the Cleveland Congregationalists, as reported by the eminent "Plain Dealer."

"LOVE'S TRIUMPH"

A Lecture by DR. H. SAMUEL FRITSCH

How to make love psychologically irresistible. How to overcome adverse conditions and obstacles in love. How to overcome coldness and indifference in the one loved. Consolation for those who have loved and lost. How those who miss love may have all of love's rewards by the practice of sublimation. How love may be unconditionally realised. This is the final lecture in the course on the Love-Life. Hear it! Souvenir poem.

(At the Hough Avenue Congregational Church)

How the youth of Atlanta are taught Christian principles, brought to light by a recent circular widely distributed throughout that great Christian metropolis:

"Lipsticks and Lap Dogs," or "Has a Man the Right to Spank His Wife?" will be the subject of Morgan Blake's Talk to Agoga Sunday School Class, 78-Luckie Street.

How souls are saved in Kalamazoo, as disclosed by an advertisement in the celebrated "Gazette":

Soap and Salvation Free. Fourteenth Joyous Gift Night. *10 cent Size "Ideal" Toilet Soap Free to Every Lady. Lively Re-Joy-Sing at 7 sharp. Gospel Sermon Subject, "The Muddy Lives of American Men." The old sweet song, "Whiter Than Snow," sung by Mr. Klump. First Baptist Church.

*Handed to you by smiling young ladies in the lower lobby on your way out.

Disquieting society item in the eminent Bald Knob "Eagle":

A jolly bunch of our young people went on a kodaking expedition Sunday that resulted in many exposures and a very enjoyable time.

From "Marriage Bells," published by the Eastern Agency, Bridgeport:

8586.—Who will save me? I am in the grip of passion, my only weakness; take pity on me, with eye toward Heaven I pray for my mate; will give my life's devotion to a girl under 135 pounds who will save my health and future from a living hell. Am struggling one more year for a professional career; am 29, 5-7, of nice appearance.

From the advertising columns of the learned Honolulu "Advertiser":

Nice two-bedroom house in Makiki district, near Kapiolani Maternity Home. Just the home for a newly married couple. Easy payment. Price \$4500.00.

Miscellany

The "Queen Mary"

Seen from many miles away she will appear, like other ships, only a speck on the ocean—a rather bigger speck than a ship of half her size would be if seen from the same distance.—The Times.

Obita dicta

World-causes seem to have become to the statesman the sort of blessed excuse for everything that the psycho-analyst used to offer to the ordinary sinner.—Mr. A. P. Herbert.

The B.B.C. is making an effort to please all the listeners some of the time and some of the listeners all the time, but it cannot be expected to please all the listeners all the time.—Sir Kingsley Wood, M.P.

I do not want to see the B.B.C. become what is called the "Congenital idiot's guide to world knowledge."—Mr. John Buchan.

Young women should be induced to be as keen on getting their minds trained as on getting their eyebrows plucked.—Mr. J. J. Lawson, M.P.

In certain suburbs the rare possession of a title, even if it is only by a knight's widow, carries considerable prestige and excuses a high degree of stupidity or ill-temper.—Mr. G. D. H. Cole.

I have one rule for making a picture and that is that it should please myself. This is probably the only honest way to start making a picture.—Alexander Korda.

Unusual policy of a new cinema—as set out in its souvenir programme.

We shall not pad out time with inferior "fill-ups," "interludes," or cheap trimmings, and we shall have no mighty organ.

Repertoire

MISTRESS (to North Country servant): "Shall I write to your father or your mother?"

SERVANT: "I think you'd better write to me moother."

MISTRESS: "Why? Your father is the head of the family, isn't he?"

SERVANT: "Ee, bah goom, 'e is. But if 'e's t'head, me moother's t'neck, and t'neck 'olds t'head oop, tha knows!"

PUBLIC ASSISTANCE

In "Public Assistance" (Pitman, 6s.) the author, Mr. John J. Clarke, has included the relevant sections from the second edition of his "Social Administration, including the Poor Laws," which have been issued in the present form in response to requests for a small and convenient work at a reasonable price. In compiling this work Mr. Clarke has kept in view the syllabuses of the professional examinations, including those of N.A.L.G.O.

He gives a rapid survey of the English Poor Law system, discusses the reports and the events associated with the Royal Commissions of 1832 and 1909, and the changes effected by the Local Government Act, 1929, and goes on to deal with the existing administrative system. The provisions of the law relating to the relief of the poor and Part II of the Unemployment Act, 1934, described as the first attempt on the part of this or any other country to deal comprehensively on a national scale with practically the whole of the able-bodied industrial unemployed, receive extensive treatment.

FINANCE OF LOCAL AUTHORITIES

"The Finance of Local Government Authorities," by J. H. Burton (Charles Griffin & Co., Ltd., 10s.), provides a good introduction to an intricate subject. It embodies the relevant provisions of the Local Government Act, 1933. The volume opens with a general and concise explanation of local government, and proceeds to explain how local authorities are financed.

Debt and its redemption, control of income and expenditure, and the finance of various activities of local authorities, are the subjects of further chapters; and in Chapter VII Mr. Burton discusses questions of policy, including trading for profit *versus* supplying at cost; fixing scales of charges for services; and the granting of discount for prompt payment of rates. A valuable section of the book is that devoted to superannuation schemes; and others deal with income tax, Government grants, rates and rating, and municipal banks. Mr. Burton has produced a very useful book for students.

LABOUR IN THE SADDLE

WHERE LABOUR RULES, by H. S. R. Phillpott. Foreword by the Right Hon. Herbert Morrison, leader of the London County Council. (Methuen, 2s. 6d.).

Mr. Phillpott's book has an interest for many who will not endorse his eulogies of Labour administration in local government. He describes the work of Labour majorities in a number of municipalities in towns which he visited early this year. His descriptions are very readable, and they contain a sincere and often moving commendation of what is being achieved to ameliorate social conditions. His account of the struggle to cope with the poverty resulting from economic decay in places like South Wales or Durham provides an impressive indication of the way in which British local government can respond to new and onerous demands.

The picture which Mr. Phillpott paints naturally reveals the Labour majorities in a uniformly favourable light. The practical reader will realise that a Conservative critic might present an equally convincing counter-statement of administrative achievements in non-Labour areas, while a communist might plausibly adduce instances where Labour councillors have failed to carry out their election promises or give effect to their political faith.

But, realising that party controversy provides the salt of British public life, the reader will bear with the polemic of Mr. Phillpott's book and will be grateful for its lively and attractive survey of local government in action.—L. W.

OFFICIAL AND PERSONAL

N.A.L.G.O. has lost a good friend by the death of Mr. Bruce Penny, Town Clerk of Lambeth, which occurred with almost tragic suddenness on October 17. A fortnight before he had undergone an operation for appendicitis and was making a good recovery,



MR. BRUCE PENNY,

Town Clerk of Lambeth, whose death occurred on October 17.

but on October 16 he had a relapse from which he did not rally. A native of Southampton, Mr. Penny was articled to the then Town Clerk of Southampton, Sir Richard Linthorne, and later

became Assistant Solicitor to the same authority. He subsequently obtained the appointment of Deputy Town Clerk of Northampton, and was later Town Clerk of Luton for five years. He became Town Clerk of Lambeth in 1912, at the age of thirty-three, being then the youngest Town Clerk in the Metropolis, and succeeding the late Mr. H. J. Smith, who was then the oldest Town Clerk in London. Mr. Penny was fifty-five years of age. He was instrumental in forming the Luton Branch of N.A.L.G.O. and was a warm supporter of the Lambeth Officers' Guild.

Mr. Henry Livesey, who has retired from his position as collector, settlement officer, and warrant officer in the Preston Borough Public Assistance department, was presented with a framed water colour by his colleagues. He was appointed sanitary inspector under the corporation in November, 1896, and relinquished this position in July, 1907, on appointment by the Guardians of the Preston Union as collector, settlement officer and warrant officer. On April 1, 1930, Mr. Livesey was transferred to the service of the corporation. He was enrolled a freeman of the borough in 1882.

We regret to record the death of Mr. Robert McClean, Town Clerk of Redcar. Mr. McClean was the son of a miner. He graduated through the ranks of journalism to become Town Clerk and barrister. He was the president of the Redcar Branch.

The death is announced of Mr. H. N. Royston, Surveyor and Sanitary Inspector to the Honley U.D.C. Mr. Royston, who was 60 years of age, had been Surveyor at Honley since 1921. He had been a member of the Huddersfield District Branch of the Association since his appointment.

MOVEMENTS OF MEMBERS

Mr. W. Platt, Preston, to Borough Surveyor and Engineer, Bradford.

Mr. A. J. Jones, Dorset, to Deputy Borough Treasurer, Weymouth.

Mr. E. G. Wright, Dorset, to Committee Clerk, Canvey Island U.

Miss E. K. Dennison, Bristol, to Health Visitor, Northamptonshire.

Mr. A. J. W. Jeffery, Paignton, to Canvey Island.

Mr. J. H. Layton, Tunbridge Wells, to Clerk, Ramsgate.

Mr. R. E. F. Yeoman, Tunbridge Wells, to Macebearer, Bournemouth.

Mr. H. J. Kennard, Tunbridge Wells, to Surveyor's Assistant, Portsmouth.

Mr. J. Griffiths, Bexhill, to Assistant in Surveyor's Department, Lymington.

Mr. R. W. Wallis, Tunbridge Wells, to Clerk, E. Barnet Valley.

Mr. L. H. Young, Ryde, to Surveyor's Clerk, E. Barnet Valley U.

Mr. F. Sanders, Bucks, to Chief Internal Audit Clerk, Middlesbrough C.B.

Nurse Merrin, Bucks, to P.A. Institution, Notts.

Nurse Parkin, Bucks, to Farnborough Hospital, Kent.

Mr. M. P. Clark, Hants, to Accounts Clerk, Winchester.

Mr. S. S. Bushell, Holland County Council, to Superintendent, Casual Institution, Royston, Hertfordshire.

Miss K. M. A. Pethybridge, Holland County Council, to Health Visitor, Essex County Council.

Mr. R. B. Pickles, Holland County Council, to Dentist, Cambridge County Council.

Mr. J. E. Tindale, Newport (Mon.), to Parks and Cemeteries Superintendent, Chesterfield.

Mr. C. H. Jenkinson, Newport (Mon.), to Baths Superintendent, Doncaster.

Mr. W. H. Harland, M.A., Derby, to Director of Education, Leamington Spa.

Mr. J. Gurney, Newport, to Engineering Assistant, Worthing.

Mr. R. W. Trace, Derby County Council, to Clerk of the Council, Weyland U.D.C.

Mr. D. Clegg, Bury, to Clerk, Wakefield City.

Mr. E. G. and Mrs. F. Turner, West Riding, to Stockport P.A. Dept.

Mr. J. Eckersley, Dudley, to Chief Sanitary Inspector, Bury.

Mr. H. D. Robinson, Padiham, to Gas Engineer, Middleton.

Mr. J. Irving, Padiham, to Works Superintendent, Bootle.

Mr. W. Veevers, Padiham, to Clerk to Council, Bolsover U.D.C.

Mr. J. F. Carr, B.Sc., Blackburn, to Director of Education, Stoke-on-Trent.

Mr. P. H. Lawson, Wigan, to Markets Superintendent, Bury.

Mr. H. L. Nicholson, Cheshire C., to Regional Planning Committee, Berkshire C.C.

Mr. R. W. Kershaw, Blackpool, to Distribution Manager Gloucester Gas Co.

Mr. W. P. Fleming, Halifax, to Deputy Surveyor, St. Austell U.D.C.

Mr. J. Latimer, Darlington, to Assistant Sanitary Inspector, Heston and Isleworth Borough Council.

Mr. F. E. Harrison, Wakefield, to Director of Education, Blackpool C.B. Council.

Mr. F. Kirk, Middlesbrough, to Committee Clerk, Esher U.D.C.

Miss M. Elmes, Harrogate, to Juvenile Employment Officer, Bucks, C.C.

Miss Bradley, Middlesbrough, to Health Visitor, Newcastle City Council.

Mr. Pears, Middlesbrough, to General Clerk, Tottenham U.D.C.

Mr. W. Balson, Dewsbury, to Accountant and Chief Financial Officer, Kidsgrove U.D.C.

Mr. R. Hagley, Dewsbury, to General Clerk in Finance Dept., Epsom and Ewell U.D.C.

Mr. N. Hewitt, Darlington, to Audit Clerk, Barking B. Council.

SECONDARY EDUCATION OF OUT-COUNTY PUPILS

By C. C. KNOTT, A.I.S.A. (Education Department, Nottinghamshire)

LOCAL Education Authorities for higher education are the County Councils and the County Borough Councils, and it is the duty of these authorities to provide in their areas efficient secondary schools.

In most counties, and particularly in rural areas, it is not practicable to provide secondary schools to meet the needs of all pupils, and it frequently happens that pupils who reside on the borders of a county can only conveniently attend a secondary school in the adjoining county or county borough. Where such cases exist, the authority maintaining the secondary school, in effect, provides the secondary education for these pupils, while the rates payable by the parents are received by the authority in whose area the pupils reside. As the tuition fees payable do not cover the cost of the education of out-county pupils, it means that the parents are not contributing, beyond the amount of the tuition fees paid, towards the expenses of maintaining the schools at which their children are educated. It means, in other words, that the one authority is helping to pay the cost of educating children who do not reside in its area.

Reciprocal Agreements

To ensure that the net cost of educating these out-county pupils shall not be a charge upon the authority maintaining the school, it is now a practice for reciprocal agreements to be entered into between the two authorities concerned. The following are classes of agreements which may be quoted as examples.

- The net cost of educating the pupils is paid by the authority in whose area the pupils reside.
- A fixed sum per head; e.g., £5, is paid by the authority in whose area the pupils reside.
- A fixed sum; e.g., £5, is added to the in-county fee, the authority in whose area the pupils reside paying it directly to the authority maintaining the school, in those cases where it is considered that the parents are in need of financial assistance.

In all cases the agreements refer only to "approved" pupils, i.e., those pupils whom the authority consider cannot conveniently attend a secondary school in the area in which they reside. All such agreements must be under seal.

Where the authority does not approve of a particular case and the parent still wishes to send his or her child to a secondary school in the adjoining area, a higher fee is charged to the parent. In such cases the approval of the Board of Education is required under Article 14 of the Secondary School Regulations.

Some authorities charge an extra fee in respect of pupils from outside their area, without entering into reciprocal agreements, but it would appear to be

very desirable that such agreements should be entered into and the question of the parents' financial circumstances not considered, in order that all cases may be dealt with on a common basis.

In view of the fact that it is the duty of authorities for higher education to provide efficient secondary schools in their areas, it seems to be a logical arrangement that in all approved cases the authority in whose area the pupils reside should pay to the authority maintaining the secondary school the net cost of educating the pupils concerned or the fixed sum per head, whichever may be the case, irrespective of the financial circumstances of the

parents. If this is not done, it means that in many cases, in view of the additional fee payable by the parent, plus travelling expenses, children are deprived of secondary education, simply because their parents do not live within a reasonable distance of a secondary school maintained by their own authority. This is not a general practice at present, but one might hope, in the interests of the pupils, that in time authorities throughout the country will arrive at a common agreement in the matter.

One further point arises in connection with these out-county pupils. Where Special Places are awarded to pupils who cannot conveniently attend a secondary school in the area of the awarding authority, the awards should be made tenable at a secondary school in the adjoining area, the full cost of the education of such pupils being paid by the awarding authority.

LIBRARIANSHIP: A CAREER OF THE FUTURE

By Edward Green, Chief Librarian, Public Libraries, Halifax

IN discussing this subject it may be said at the outset that very definite qualifications and experience are now demanded of those who aspire to the more responsible posts in municipal and other libraries. The day has entirely gone when the pay and conditions of service attracted none but the ill-equipped and the failures from other professions. To realise exactly what is now required it will be useful to survey briefly the development of the public library service during the past fifty years.

One of the most astounding omissions, to the student of educational advance, is the comparative neglect of popular libraries until recent years. Since 1870 scholastic provision has been continuous, but the provision of libraries has lagged considerably. Even so, it is notable that the larger industrial areas were not slow to avail themselves of the earliest legislation—the Public Libraries Act, with its very definite financial limitations—but the smaller urban areas were much slower in realising the essential need of such provision. In the villages, until the County Library Schemes began to function, less than twenty years ago, the people were entirely bookless. These schemes, be it noted, good as the best of them are, do not yet adequately meet the need of their patrons. More money—considerably more—needs to be spent on them.

Fifty Years Ago

Librarianship in the 'eighties was very different from that of to-day. Then, many custodians of libraries in what are now county boroughs were passing rich on £80 per annum, and the recruits to the profession usually commenced at a few shillings per week. Needless to say, there was no particular attraction to the service which, in book provision and other equipment, corresponded with the salaries in vogue. Poor pay, long hours, and starved shelves were the characteristics of that period. Yet, even so, more than a few librarians managed to rise above these disabilities and to build up systems of much usefulness. Facilities for study, as we know them to-day, were practically non-existent, and chief reliance was placed on personal aptitude and practical experience.

With the abolition of the penny rate, more generous provision gradually became more common, though even now many local authorities still think in the terms of the penny rate for the maintenance of public libraries. A more

satisfactory method is to budget for so much per head of population, a plan adopted in some places.

Current Requirements

In any adequate library service, in addition to good buildings, the right books, and other equipment, a supreme factor is the personnel of the institution. This can only be obtained by offering attractive salaries and conditions, and the more enlightened local authorities realise this. Since the early days of public libraries the conception of their scope and value has enormously increased, and to meet the varied claims now made upon them an educated and trained staff is essential. Thanks to the Library Association courses, and those of the School of Librarianship, it is now possible for recruits to the profession to supplement their practical experience by systematic study in a number of subjects deemed necessary, and to obtain a diploma in librarianship, without which it is practically impossible now to obtain a responsible post anywhere.

The value of this diploma is that it does ensure that candidates have gone through a routine which is a guarantee of efficiency, though there are, and always will be, those who, plus such training, possess other qualifications which lift them above and beyond the merely trained candidate. It is from men and women of this type that advance in librarianship is more likely to emerge.

In addition to the elements of a sound education, the candidate for successful librarianship must be a good bookman (or woman) steeped in the contents of books, have a retentive memory, and possess initiative and sound business habits.

Methods of Training

Entrants to the profession may either, at the age of sixteen or so, enter a public library at the bottom of the ladder, and obtain practical experience whilst pursuing correspondence courses of study, or attend the full- (or part-) time courses of the School of Librarianship, afterwards serving in a library for a period before the diploma can be granted. The first method may be described as "earning while learning," and the second as a "short cut to librarianship." No doubt both methods have their advocates. In any case, several years must elapse before any responsible post can be reached.



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Institute of Municipal Treasurers and Accountants.

Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Association of Secretaries and
Corporation of Certified Secretaries.

Sanitary Inspectors' Joint Examination Board (both for England and Wales
and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene
(A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(a) Relieving Officers.

(b) Institution Officers.

(c) Clerical Assistants.

Poor Law Examinations Board (Scotland).

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HOUSE PURCHASE MADE EASY

The growing tendency amongst members of the Association to have houses built to their own design is reflected in the increasing number of properties which the Nalگو Building Society is financing during construction. The advantages of a house designed and erected under the supervision of an architect over a mass produced house are obvious. Choice of position, layout and superior construction are only a few. The financial side of the question presents a big problem to many, but the Nalگو Building Society can invariably provide the solution.

Buying the Land

The first step for a member to take is to select his site, and care in doing so may have a big effect on the ultimate market value of the property. He will be well advised to consult his architect before completing the purchase, as an unsuitable site can be responsible for unnecessary expense in construction. The Nalگو Building Society is not prepared to make an advance on a mere plot of land, and the member must be in a position to purchase it at the outset, as the society will require the deeds before making the first advance to the builder.

An appreciable amount will be saved in legal fees and stamp duty by so doing as these would be based on the cost of the land only, instead of on the cost of the land and house. The choice of a fully qualified architect is important and the next stage is to have the plans of the house drawn up and a specification prepared. Tenders should be invited from well-established, reputable builders.

It is not always advisable to accept the lowest and the architect should be able to recommend the builder who will give the best workmanship.

Financial Aid

The all-important question of finance must next be decided and the Nalگو Building Society will require to have details of the land, a plan of the house, specification, the builder's tender which it is proposed to accept, the society's official application form, and a fee of two guineas to cover an independent valuer's report. With as little delay as possible the member will be informed of the amount the society will advance on the property being satisfactorily erected. Agreed advances will be made to the builder during the course of construction and the final advance when the property is complete and ready for occupation.

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For a variety of reasons the major proportion of members purchase houses already erected or in process of completion. The best possible facilities also exist for these members. Advances are made at 4½ per cent. and 5 per cent. repayable over 25 years or shorter terms. In approved cases 100 per cent. of the value can be advanced for 20 years, the member providing out of his own resources the legal fees, etc., only.

The Nalگو Building Society has granted loans amounting to nearly one million pounds during the past two and a quarter years and funds are at present available for immediate advancement. Members in need of house purchase facilities are invited to communicate their requirements to N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1. Full particulars and advice will gladly be supplied.

Early in February the Canadian Pacific super-cruising liner, *Empress of Australia*, will leave Monaco on a three months' sunshine cruise, traversing seven of the world's seas—waters rich in historic interest—and visiting the Near East, East and South Africa, South America, and the West Indies. A beautifully illustrated brochure describing the cruise has been issued and may be obtained free on application to the Canadian Pacific, 62 Charing Cross, London, S.W.1.

A COMMITTEE CLERK'S NIGHTMARE

(It is, perhaps, superfluous to remark that all the characters in this sketch are entirely imaginary.)

THE members of the Highways Committee are seated round a horse-shoe table, the Chairman at the top. On his right is the Town Clerk; on his left, the Borough Surveyor. A Committee Clerk is on the right of the Town Clerk. There is one Lady Member of the committee. A general buzz of conversation is interrupted by the Chairman, who raps his gavel on the table, and says:—

CHAIRMAN: Gentlemen—I beg your pardon, Miss Tomkins, Lady and Gentlemen—we have before us to-night a question which gives furiously to think, as a Frenchman would say, a question—

ALD. BOOM: Yes, well now, let us assume for a moment—

CR. SHEEP: Excuse me, Mr. Chairman, but I don't quite gather—

CHAIRMAN: Gentlemen, let us not wander off on to side-tracks. Let us stick to the particular point at issue—

SEVERAL MEMBERS: Which point?

CR. WHIFFLE (eagerly): Well, the point about it is this—

CHAIRMAN: Just a moment, councillor. As I was saying, gentlemen, the question before us to-night is one of great importance. It concerns every ratepayer in the borough. It comes near to all our "bosomes and businesse," as the poet said. On the decision at which this committee arrives to-night will depend—

CR. MISS TOMKINS (blandly): What decision, Mr. Chairman?

CHAIRMAN: The decision about these pedestrians' crossing places.

ALD. BOOM: You didn't say so.

CHAIRMAN: We have a letter, of which a brief epitome is given on the agenda, from the Minister of Transport—

ALD. GRUDGE: Who's going to pay for them, Mr. Chairman, that's what I want to know.

CHAIRMAN: You will see, if you read your agenda, that 60 per cent. of the cost—both of placing them in the roads and of maintenance—will be borne from the Road Fund, and 40 per cent. will fall on the rates.

CR. SHEEP: What? Tax the ratepayers to cross their own roads?

ALD. GRUDGE: It should all come out of the Road Fund, Mr. Chairman. The Minister of Transport wants them—let him pay for them—

CR. MISS TOMKINS: Is the cost included in the estimates, Mr. Chairman?

CHAIRMAN: As to cost, you will find a detailed report from the Borough Surveyor, who estimates that—

ALD. BOOM: Mr. Chairman, I strongly distrust the Borough Surveyor's statistics.

CHAIRMAN (speaking rather hurriedly): The particular problem before you is one on which I should welcome a general expression of opinion with regard to the particular issue that we are dealing with. Yes.

ALD. SHUFFLEBOTHAM: Can I put it in another way, Mr. Chairman—

CR. SHEEP: Mr. Chairman, I may be a bit dense, but I fail to see—

ALD. BOOM: Now let us assume for a moment—

CR. SHEEP: This is the point, Mr. Chairman, that I should like to hear your views on—

CR. WHIFFLE: But, Mr. Chairman, the point about it is this. If we allow these—

CHAIRMAN: The area is so large that the area in London must be a very large one—

CR. BLOWHARD: Mr. Chairman, if I am driving in a hordinary sort of car—say a Haustin Seven (laughter)—I don't think I could see these beacons at all—they'd be much too 'igh!

CHAIRMAN: The Minister wants 10,000 of these crossings down by the end of October.

ALD. GRUDGE: Mr. Chairman, I consider the figure of 10,000 to be purely fictitious!

CR. SHEEP: Mr. Chairman, I think I am not exaggerating when I say that—

CHAIRMAN: Gentlemen, let us not come to a hasty decision on this matter. Let us examine the particular problem before us in all its

bearings. After we have explored every avenue with regard to the particular issue involved, we can then—

CR. WHIFFLE (waking up): Absolutely!

CR. MISS TOMKINS: Has this question been submitted to the Finance Committee, Mr. Chairman?

CR. BLOWHARD: Mr. Chairman, before proceeding further, how is this going to affect the Public Lighting Committee?

ALD. BOOM: Assuming for a moment that we decide to put up these traffic lights—

CHAIRMAN: They're not lights we're talking about, Alderman, but crossing places.

CR. SHEEP: Mr. Chairman, before we reach a decision I should like to ask—

ALD. BOOM: I was going to say that these traffic lights which we have already installed—

CHAIRMAN (at last losing his temper): They're not traffic lights, Alderman. They're pedestrian crossing places!

CR. LONGWIND: But, Mr. Chairman, are not the two closely—I might almost say intimately—connected?

CR. TONKS: I consider that, considering everything, an experiment such as this must be tried quickly if it is tried at all.

CR. BLOWHARD: I think, Mr. Chairman, we ought to give the Minister the hutmost support in 'is heffort—

CR. SHEEP: I agree—I do more than agree, I concur. We should make great efforts to make the effort a great success.

ALD. BOOM: It all boils down to this doesn't it? The Minister says we've got to have the crossings and we've got to have them.

CR. BLOWHARD: Wot I want to know, Mr. Chairman, is can these 'ere studs be seen properly?

ALD. SHUFFLEBOTHAM: Why not try Snowcrete, or something?

CHAIRMAN: Ah, Alderman, you're a practical man, and I have the greatest respect for your opinions as a practical man, but I feel bound to point out—

CR. SHEEP: I'll give you a concrete case, Mr. Chairman—

CR. WHIFFLE: Mr. Chairman, let me give you a specific instance. I was walking only this afternoon along the High Street where these crossings have been put down and—

CR. BLOWHARD: I'll tell you wot 'appened to me, Mr. Chairman, an' wot I saw with my hown eyes.

CHAIRMAN: Gentlemen, one at a time, please.

CR. LONGWIND: Mr. Chairman, I should like to secure the co-operation of the committee in the elimination of an idea relative to these crossing places which I find is being widely promulgated in the borough—that is—

CHAIRMAN: Just a moment, Councillor, let me settle one thing at a time. With regard to the particular problem of these pedestrian—

CR. BLOWHARD: What I sez is if t' Minister wants these 'ere studs, let 'im 'ave em, leastways they can't do no 'arm, though it beats me what good they'll do.

CR. WHIFFLE: I don't think so, Mr. Chairman—the opinion of the committee appears to be divided on the point—

CHAIRMAN: Now, Alderman Boom, you are a practical man, and we all have a great respect for your opinion. What do you think about the particular point at issue?

ALD. BOOM: Well, Mr. Chairman, let us assume for a moment—

CR. SHEEP (with a conciliatory smile): Yes, I am sure we are all agreed on that point, Mr. Chairman.

ALD. SHUFFLEBOTHAM: Mr. Chairman, I think a small sub-committee might well be formed to explore—
(Apparently acting on the last suggestion, the committee splits up into three small groups—all animatedly talking at once.)

CHAIRMAN: Chair, gentlemen, chair! The Alderman did not mean sub-committees to be appointed at once!

ALD. SHUFFLEBOTHAM: I move Councillor Tonks.

CR. TONKS: I move Alderman Shufflebotham.

CHAIRMAN: Gentlemen, it is essential that we should reach a decision to-night. I must ask you please to concentrate on the particular problem under discussion.

ALD. BOOM: Which problem?

CHAIRMAN: The problem of the pedest—

ALD. BOOM: Oh, that! I thought we had agreed on that point—

CR. LONGWIND: There's just one other point, Mr. Chairman—

CR. WHIFFLE (waking up again, and speaking very emphatically): Mr. Chairman, the quality of gas that we're getting nowadays is nothing, simply nothing, compared with the gas we used to get in the good old days, and the cost is much higher.

CHAIRMAN: Yes, yes, Councillor.

CR. SHEEP: Before we adjourn, Mr. Chairman, I should like to say that the fewer the items on the agenda, the more interesting do these committee meetings become.

CHAIRMAN: Yes, I always enjoy these meetings. Very well, then. Is that all clear, Town Clerk?

TOWN CLERK: Perfectly, sir.

CHAIRMAN: Very well, then. We will adjourn till the next ordinary meeting of this committee next month.

(The committee breaks up.)

FINIS.

MUSIC ONE WANTS WHEN ONE WANTS IT

The great advantage of gramophone records over other forms of home entertainment has always been that the listener can hear what he wants when he wants it. A number of the new records released by "His Master's Voice," recently, are of performances which cannot be heard in the home by any other means. For instance, an outstanding record is the Massed Bands of the Southern Command playing "In a Monastery Garden," by Ketelby, and a selection called "Fifty Years of Song," H.M.V. B8217. This record was made with painstaking care during the Tidworth Tattoo, and reproduces with thrilling realism the grandeur of martial music played by massed bands. The record by Miliza Korjus of "Una voce poca fa" from the "Barber of Seville," with variations on Mozart's "Ah! vous dirai-je Maman" (H.M.V. C2688) is perhaps artistically the finest of recent productions.

Other new vocal records include Richard Crooks, the famous American tenor, giving exceptionally fine interpretations of "The Prayer Perfect" and "So we'll go no more a-roving" on H.M.V. DA1386, and John Brownlee singing two serenades, "Senorita" from the film *The Private Life of Don Juan*, and Ravini's "Serenade" on H.M.V. B8218.

Another selection containing many delightful numbers is made by the New Mayfair Orchestra conducted by Percival Mackey—playing "Yes Madam" on H.M.V. C2692.

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PIONEERS OF A NEW PROFESSION

By "HOUSING OFFICER"

THE housing of the working classes as a social service still ranks as a comparatively new departure in public administration, and provides those who are connected with it with fresh problems. Hitherto the building and management of municipal estates has been largely a matter of letting new properties with the sole object of relieving the housing shortage. But, clearly, much more than this is required if the new residential areas are to retain their original level of social respectability.

Training Specialist Officers

This kind of service calls for specialisation of a type which none of the regular professions appears to be able to offer to its trainees. Of course, the various Institutes and Societies for Architects, Surveyors, Auctioneers, Sanitary Inspectors, etc., have largely provided the men who have been responsible for developing and managing the various housing estates; but now that the need for men and women with special qualities and experience has been so definitely established it is the intention of the Institute of Housing Administration to use its influence to secure the proper training for just that type of public official. Applicants for membership will shortly be required to sit for an examination designed to cover the entire field of specialised knowledge required by the efficient housing officer.

It is now recognised that the successful housing official must have a well-developed sense of justice, and possess a sympathetic outlook, but not a heart that will persistently ignore the dictation of the head. A knowledge of social hygiene (especially for the female officers), the detection of vermin, their breeding places and extermination, community and social welfare, garden culture—these are just a few of the subjects which are now being seriously connected with housing.

Many of the responsibilities in this department of public service are largely dependent upon the importance and peculiarities of the particular authority carrying out the work. Some of the larger municipalities prefer to empower their officials to act according to their own judgment in all matters not directly connected with the "policy of the Council," while in other instances the committee concerned will retain almost a strangle-hold on the details of administration, thereby forcing their officials into a soulless routine of investigation and report.

Varied Duties

In the former cases the officers concerned are often required to extend their usefulness in numerous directions. One authority, having control of various estates, requires that certain officials shall accept as a condition of appointment the responsibility of becoming certificated bailiffs. Some municipalities expect their Housing Manager, under the direction of his committee, to arrange for and carry through legal process for the recovery of possession of properties where good and sufficient reasons exist, whereas in other districts the Town Clerk would conduct such business.

The maintenance and repair of properties is frequently included as a direct responsibility of the housing officer, but quite often it is the practice to cover this by a separate Works or Surveyor's Department; or, again, it may be put out to contract by private enterprise. The adoption of one or other of these methods depends largely upon local conditions. But in any event special difficulties of a kind not usually connected with the ordinary business of property management will sooner or later arise, and here, again, the experienced housing official comes into his own.

Investigation into requests for accommodation and visits to the slum homes of proposed tenants are certain to be included in the list of duties. To be able to judge accurately how far a family is responsible by neglect or otherwise

for its own predicament is a problem which presents some difficulty. Applicants have been known to leave homes of adequate size in well preserved areas and go to slum districts in order to become eligible for a council house. Just how long such people should be made to wait in consequence of such action, or whether they should be accommodated at all, is always a difficult matter to decide.

Perhaps the most thankless task with which the housing official is from time to time confronted is the settlement of petty disputes between neighbours. It is an extraordinary fact that people who would not dream of taking their neighbourly tiffs to the landlord under ordinary conditions of private life never hesitates to do so if they become tenants of a municipality. To deal with these cases requires an abundance of tact, sound judgment, and patience.

Political Influences

Perhaps in no other branch of public service are officials so directly affected by current political influence. Each authority has its own pet ideas as to what is best for its tenants, and with each successive election these theories are liable to drastic adjustment. The Housing Manager who arranged for the eviction of a tenant owing six weeks' rent a few months ago may be accepting a shilling a week on account of arrears from another tenant who owes three months' rent to-day. By-laws, standing orders, etc., which permit of an easy definition of the official position with regard to most questions in other departments of the local government service are conspicuous by their absence when it comes to managing municipal estates.

THE INTELLIGENT MAN'S REVIEW OF EUROPE

The literary productivity of Mr. and Mrs. Cole is a constant source of amazement to me. Alternating with a series of first-rate detective novels, they produce book after book dealing with politics, currency, and local government.

"The Intelligent Man's Review of Europe" (Gollancz, 6s.), their most recent book, is, as its title indicates, a survey of the affairs of contemporary Europe. Difficult as such a task must be owing to the disconcertingly rapid pace of change, they have performed it in masterly fashion and with admirable thoroughness. Dealing first with an historical outline of European history from the time of Charlemagne onwards, the authors proceed to consider each European country in turn and indicate the principal problems by which they are respectively faced. In addition, they give valuable summaries of the populations of these countries and their main occupations.

Subsequent chapters deal with the economic conditions in Europe, European political systems (which includes two chapters on fascism in Italy and Germany), European international relations and the European outlook. The book is illustrated by numerous maps drawn by Mr. J. F. Horrabin, is well indexed, and contains an excellent bibliography.

Mr. and Mrs. Cole are to be congratulated on their industry and for the clarity of exposition and Messrs. Gollancz also deserve a word of praise for making this large volume—it contains 864 pages—available to the public at the reasonable price of 6s.—C. K. W.

The death of the President of the Barrow Branch of N.A.L.G.O., Mr. J. Latta, took place on October 16. By his death the Branch have suffered a serious loss, for, as a correspondent says, "he was a great leader and a loyal colleague."

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HADOW PROPOSALS
METROPOLITAN S.J.C.'s OBSERVATION
ON REPORT

The Metropolitan Boroughs' Standing Joint Committee have adopted the report of a sub-committee on the subject of the Hadow Committee's proposals. It will be recalled that the Hadow Committee recommended that all newcomers to the service should be appointed on a term of probation. The sub-committee assumed that this recommendation relates to junior appointments, only, and considered that this should be made clear.

Recruitment and Qualifications

The sub-committee suggested that the minimum age of sixteen years for entry to the service and a school certificate the minimum educational qualification, should be approved. Present practice is to open to girls posts for which they are particularly suited, and it was suggested there is no good reason for altering this practice. Appointment of a limited number of boys of 18 and 19 years of age was suggested. For the purpose of holding competitive examinations for recruitment of clerical officers it was suggested that the following groups could combine: (i) all local authorities in the Administrative County; (ii) all local authorities in Greater London.

Systematic recruitment of University graduates by the larger local authorities was recommended by the Hadow Committee. It appears that at present there are about sixty graduates in the offices of Town Clerk, Borough Engineer, Medical Officer, and Electrical Engineer of the Metropolitan Boroughs. It was suggested that the recommendation should be approved in principle and adopted on a limited scale as an experiment.

Articled Pupilage

As regards articled pupilage the sub-committee stated: "In our view the articled pupil system should be developed. Pupils should be taken from both inside and outside the office with the consent of the authority." The sub-committee did not accept the recommendation with regard to the qualification of clerks of authorities. The Hadow Committee suggested that the essential qualification of a clerk is administrative ability; a legal qualification may be convenient, but should not be insisted on to the exclusion of persons of proved administrative ability who do not possess the qualification. On this recommendation the sub-committee commented: "This recommendation bears no relationship to the evidence submitted which was overwhelmingly in favour of a legal qualification being a primary requirement in the case of a clerk to a local authority. Administrative ability is obviously an essential qualification for Town Clerks, as for all chief officers, but as was stated in the Standing Joint Committee's memorandum of evidence: 'A legal qualification undoubtedly strengthens the position of the Town Clerk.'" The Standing Joint Committee were recommended to adhere to the position adopted in their evidence.

Technical Qualifications

The Hadow Committee suggested an investigation into the matter of technical qualifications, but the sub-committee considered this unnecessary as the existing technical qualifications "are particularly appropriate for the respective technical officers and secure that the holders have obtained suitable training and experience." Approval was given to the recommendation that all questions affecting the recruitment, qualifications, training and promotion of officers should be assigned to a central committee in every local authority. The sub-committee also supported the proposal for the establishment of a Central Advisory Committee to deal with questions relating to the service.

NALGO APPROVED SOCIETY
ANNUAL GENERAL MEETING AT DURHAM

A LARGE number of members attended the annual general meeting of the Nalگو Approved Society, which was held on September 27 in the Council Chamber of the Shire Hall, Durham. Owing to the unavoidable absence of Mr. S. Lord, President of the Society, Mr. W. W. Armitage, Senior Vice-President, presided.

Mr. W. E. Lloyd, Trustee of the Society, presented the Ministry of Health auditors' financial statement for the year 1932, observing that the Society's financial position was extremely satisfactory. He was of the opinion that the Nalگو Approved Society was one of the best in the United Kingdom.

The auditors' financial statement was adopted. Mr. R. W. Coppock, Chairman of the Committee of Management, submitted the annual report of the Committee of Management. He congratulated the five Local Correspondents named therein who had held office since 1912. Mr. Coppock referred to the steady increase of membership, and expressed the hope that at the end of the year 1934 the membership would be shown as 20,000. He asked for the co-operation of all Local Correspondents to attain this end.

The Chairman explained that the Society had obtained from Local Correspondents particulars of Approved Society members who had ceased to be members of the parent Association. It was found that 215 were liable to expulsion under the Society's Rule K. After corresponding with these members, 189 re-established their membership with N.A.L.G.O. leaving only 26 to be expelled.

The report was adopted.

Valuation and Additional Benefits

Mr. Coppock reported that the Committee of Management had considered a report which had been prepared by the valuer appointed by H.M. Treasury under Section 74 of the National Health Insurance Act, 1924, on the valuation of the Assets and Liabilities of the Society as at December 31, 1932, and which certified that the Society had a surplus of £72,859 with a disposable surplus of £46,131. Since the amalgamation of the National Poor Law Officers' Association Approved Society, he explained, there had been in operation two schemes of Additional Benefits, but it was pointed out at the time of the amalgamation that for the next valuation period and onwards only one scheme of Additional Benefits would be in operation. The question therefore arose whether Additional Sickness and Disablement Benefit should be withdrawn from the scheme of Additional Benefits given as the result of the Fourth Valuation.

It was unanimously decided that the surplus disposable for Additional Benefits for the five years 1935-39 should, with the exception of Cash Benefit No. 3, be devoted to Non-Cash Additional Benefits, and that the money be divided to provide the following benefits: Maternity, Want and Distress, Dental, Hospital, Other C.H., Nalگو House, Surgical Appliances, Optical.

Mr. T. J. Langan (Keighley) moved: "That the election of members of the Committee of Management be conducted by ballot on similar lines to the election of members of the National Executive Council of N.A.L.G.O." The motion was not seconded.

Mr. T. Nolan (Leeds) moved and Mr. R. Mithers (Leeds) seconded the amendment of Rule 5(i) and Special Rule (B) of the Rules of the Nalگو Approved Society so that the Rule shall read: "That the Annual General Meeting of the Society be held at the time and place of the Conference of the Association." The motion was lost.

On the motion of Mr. J. Vince (Durham) seconded by Mr. H. Proudfoot (Durham), it

was resolved that Messrs. A. Bowker, T. E. Brierley, L. H. Cain, V. Cartledge, S. Crawford, E. Gentle, R. W. Hedley, J. A. Hubbard, B. H. Newcombe, W. F. Ottewill, J. W. Purchon, and F. Wise, be elected members of the Committee of Management for the year 1934-35.

Hearty votes of thanks were accorded to Mr. W. W. Armitage for taking the chair; to Mr. S. Lord for his services as President of the Society during the past year; to the Committee of Management for their services during the past year; to Mr. F. Wise and the Durham Branch for the arrangements made for the meeting; to the Durham County Council for the use of the Council Chamber for the meeting; and to the secretary and the staff.

NEW PUBLIC OFFICERS' UNION
FOR BRAZIL

Organisation is proceeding actively among public officers in Brazil. A body known as the Institute of Public Officials of the State of Minas Geraes has just been established in that part of Brazil. Rules, approved last August, provide that the new organisation is to be composed of public servants of all categories, and that it will keep up constant relations with similar organisations in other provinces of the country with a view to forming a national body. Among the objects are the protection of occupational interests of members; advancement of the claims of members with the authorities; acting as a relief organisation in case of unemployment among them; and affording them and their families legal advice and hospital and medical assistance. The Institute will endeavour to obtain from the Federal Government a public servants' code in conformity with the constitution.

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BRIDGE FORUM

By NEVILLE HOBSON

BEING venturesome enough to write an article on Bridge Stakes for the August issue, I was in no way surprised to learn that a friendly critic had written to the Editor and put forward divergent points of view. His letter appeared in September, and the following is a résumé of his main contentions:

(a) A small stake does not restrain a reckless bidder. A large one might, but not a small one.

(b) Bridge is a game of skill, and the "old hand" invariably triumphs over the less skilful player.

(c) Bridge is capable of being played for "Love"; a player who can only play the game when there is a "bit on" is a poor type of sportsman.

Size of Stake

I am unrepentant as regards the suggestion that a Stake—even though small—has a definite restraining influence. Suppose that four friends are playing auction bridge for 2d. a 100, or contract for 1d. These are clearly small stakes and would not result in a turn over of more than an odd shilling or two after a normal evening's play.

Let us imagine the auction bridge "flag flier" decides to vent his enthusiasm for extravagant bids by insisting on calling 2 or 3 no trumps without either an adequate stop in his own hand or support from his partner. He is doubled and goes down 4 tricks. At 2d. a 100 this little "plunge" costs him 8d.—the price of a quarter of a pound of chocolates. Admittedly, not much, but sufficient to act as a brake, particularly if indulged in at frequent intervals.

The loss of 8d. is, however, only half the story, as his partner loses the same amount, and my own experience (which, I have reason to believe, coincides with that of the majority of players) confirms the subtle effectiveness of this debit.

Skill

Bridge is, undoubtedly, a game of skill, but even during international matches I have seen many instances where 1,000 points at contract have depended upon factors in which luck and considerations other than skill have played vital parts.

The personal characteristics of an unknown opponent have to be appraised, and I have frequently seen a jump defensive over-bid at contract (appreciably in excess of the capacity of the hand) when it is a mere "toss up" whether the other side will leave the bid in and double it, or take it out.

If the latter, the over-bidder may get a double himself; whereas if the bid is left in, he and his partner may lose, when vulnerable, 700 points or even more. Moreover, the chance as to whether a finesse is successful or not may determine whether a little slam is made—with the resultant turn over, one way or the other, of many hundreds of points. Then, again, high bidding in suits indicates lengthy holdings, but even the most expert player realises the element of a gamble when he has to guess whether the rival holding is 6, 7 or 8 tricks—with the consequent absence of cards in some particular hand or hands.

Sportsmanship

The spirit of fearlessness with which I began this article has already evaporated, and I feel totally unequal to a discussion—in a publication of this kind—on the pros and cons of playing a game of cards for money.

In an ideal state and actuated by the highest possible principles, I concede that there is no reason whatever why Bridge (with all its chances and uncertain incidents) should not be played for "Love." All I can say is, that I have very rarely met four players who can dispense with stakes altogether, and still attain to the highest standards as regards such matters as restraint in bidding, strict adherence to the laws and avoidance of acts or remarks which give information—all which are essential to bridge at its best.

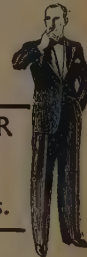
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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopædia of Gardening," etc.

ONE of the most fascinating jobs of November is, of course, planting Roses. The enthusiast who has already filled up all his available space with Roses groans when planting time comes round and not an inch of ground is left. What is to be done? Expel such varieties or individual plants as have failed to give satisfaction? Not a bad idea. Such stuff can always be passed on to some humble person or another—someone who may like the disliked variety and, what is more, make a success of the unsuccessful plant. Exchange varieties with neighbours? Another idea which is quite pleasing. True, the exchange may mean a little haggling, but here the good old law of give-and-take comes in.

Planting being feasible, let us remember the facts—not yet familiar to everybody—that the stronger the soil, within reasonable limits, the better. To put it in another way, a clayey soil is better than a sandy one for most varieties. Very determined rosarians, who do not spend all their money on stream-lined motor-cars, buy in a supply of heavy soil if their own is light. In this connection let me offer the tip to get in touch with a builder on stiff soil and see whether a load or two of soil taken out for his foundations can be obtained. Equally good—perhaps even better—is a load of turves, which can be laid in not less than a foot deep, and grass side downwards, when the ground is being bastard-trenched. These turves will decay and set free more plant food by far than an equal quantity of the very best manure.

Economising Space

Deep tillage, it will be seen. Yes, but not deep planting. It will suffice to cover the roots up to the nursery earth-mark, which is generally quite visible: anyway, no deep covering, please. How far apart for bushes? About two feet for the rank and file of varieties. Remember, however, the professional's rule for angling his plants, which economises space. The printer, who knows all about it, is showing you what I mean below.

X X X X X X X
X X X X X X X

Back in the summer I was saying that I believed mildew on pillar Roses to be largely due to dryness at the roots. I suggest that this be borne in mind in choosing sites for such Roses now, places being selected which are reasonably moist and what is more lend themselves to watering. If sloping ground has to be covered, choose a variety which is a natural rambler rather than climber and let it grow without supports—becoming in fact a creeper. Alberici Barbier lends itself ad-

mirably to this plan and I have never known it take mildew.

If some of the dwarf Roses which are being planted now have long coarse shoots, do not hesitate to shorten them, say, to half their length, leaving the complete pruning, however, till spring. Again, tread the soil firmly over all newly-planted Roses.

Is the reader keeping some of his Dahlias over the winter for next year's use? This is often a debatable question. Dahlias are not the best of things to store. Nominally they are safe anywhere that is free from frost and excessive damp, but things are far from working out as they should in all cases. Probably the compromise of storing the tubers of special varieties and letting the others go is the best compromise for most amateur gardeners. Those retained, being comparatively few in numbers, can be specially looked after. The dwarf Coltness Gem class, so popular nowadays, have very small tubers and do not take up much room; whereas some of the larger types form huge masses of tubers and make serious inroads on whatever space may be available. Sand is perhaps as good a material as any for packing the storage boxes with.

A pleasant task for an autumn day is to dress up the clumps of Flag Irises. The stumps of flower-stems that were shortened soon after flowering and will now be clothed with fading but very tightly-clinging leaves, may be cut back to the base. There are sure to be numbers of brown leaves adhering to the bases of the plants, though not so tightly as the others; these may be removed, as they can be quite easily with fingers and thumb. If no divisions for increase of stock were taken in summer, as then suggested in this column, it may be desirable to reduce some of the larger clumps growing in a border with other plants, for their strong fibrous roots travel afar in search of food, thereby robbing their neighbours. Some of the leaves will now be fading and it may be assumed that most of these are growing on the older portions of the clumps; the leaves that are fresh and green are likely to indicate fresh outgrowths. Remove the decaying leaves at any time.

If there are certain choice Chrysanthemums in the borders of which it is desired to increase the stock, I should be disposed to lift a few healthy plants and pack them closely together in a box with nothing but a little sand amongst them. In order to accommodate as many as possible, the soil should be knocked off the roots, as it may be with safety. Put the box in a cold frame and leave it there till spring, looking over the plants occasionally and removing any decaying parts. When growth starts in spring they can be taken as cuttings.

The rest of the plants may be left to take their chance in the garden and most of them are likely to pass the winter safely. But a covering of clean cinders may be laid over the stools if desired and their neighbours, the Delphiniums, should be similarly dressed.

Deciduous (leaf-losing) shrubs may be planted now with advantage and the Rose-treatment prescribed above may be pursued except for spacing. I hope my readers will plant as many select shrubs as they can find room for, inasmuch as no class of garden plants is more beautiful and interesting. But select-ness, you may tell me, is a relative term: give us some names. Well, I consider Ceanothus azureus and its varieties, Cotoneasters horizontalis and Simonsii, Brooms such as Cytisus scoparius and its varieties, Daphne Mezereum, Deutzia crenata and its varieties, Diervillas (Weigelas), Forsythia suspensa, Hamamelis mollis, Hibiscus syriacus and its varieties, Hydrangeas of all kinds, Kerria japonica, Magnolias conspicua and stellata, Philadelphus (Mock Oranges) in variety, Pyrus (Cydonia) japonica and its varieties, Ribes sanguineum and its varieties (only if there is plenty of room; they are exceptionally robust), such Spiraeas as arguta, Anthony Waterer, Thunbergii, Lindleyana, Aitchisonii, Douglasii and bracteata, Viburnums Carlesii, plicatum and Tinus (the well-known 'Laurustinus') all well worthy of places.

Rock Plants

November and December are danger-months for woolly-leaved rock plants because of the moisture, which condenses on the leaves and adheres too closely for the good of the plants. Alpine-lovers protect choice kinds by fixing squares of glass above them, without enclosing them completely, as that would impede the currents of air. Supports specially adapted to keeping the squares in position are obtainable; but a handy man can 'do the needful' without them if he thinks it worth while. By whatever means, the glass should be fixed clear of the tops of the plants and made quite firm.

There is no better period for planting all kinds of deciduous trees, including fruit trees, than the present. The Rose treatment already prescribed will suit, but where standard trees are concerned, that is, trees with long clean stems, staking comes into the purview and should have just as much attention as other details. Stout ash stakes, sharpened and well tarred or creosoted at the base, last well and should be driven in while the hole is open, to insure a firm hold. Remember to fix a pad between tree and stake while tying and have a look at the pads after gales, to make sure they have not slipped.

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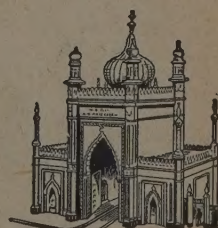
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NALGO SPORT

Metropolitan Golf

The autumn meeting of the Metropolitan District Golf Section took place at Wimbledon Park Golf Course on September 26, when twenty-four competitors took part. In the morning a bogey competition was held and in the afternoon foursomes, medal play, best ball against bogey, half handicap allowance. Bogey for the course is 70. The leading scores were as follows:

Morning, bogey competition.—S. F. Lewis (Willesden) (18), 3 up; T. J. Beesley (Croydon) (13), 1 up; Dr. Young (Teddington) (8), 2 down; W. Nelson (Croydon) (14), 2 down; J. King Bennet (Wembley) (16), 3 down; L. J. Ellis (Surrey C.C.) (15), 3 down; G. C. A. Bryan (Kingston) (10), 3 down.

Afternoon, foursomes against bogey.—A. C. Dodd (Willesden) and L. J. Ellis (Surrey), 73—12½, 60½; D. Young (Teddington) and J. King Bennet (Wembley), 74—12, 62; H. L. Temple (Croydon) and C. N. Strutt (Heston), 84—21, 63; T. J. Beesley (Croydon) and W. Nelson (Croydon), 79—13½, 65½; C. A. Buxton (Hampstead) and H. White (Epping Forest), 79—13, 66; C. F. Challis (Mitcham) and C. B. Kirby (Mitcham), 84—18, 66.

Golfing members of the various branches who have not taken part in these competitions should communicate with Mr. W. Nelson (Hon. Sec.), Education Office, Croydon, in order that due notice of the Annual Spring Meeting for the Challenge Bowl and other competitions may be sent to them.

L.C.C. Swimming Gala

At the London County Council (Staff) Swimming Club's Gala at Lambeth Baths on October 4, Mr. E. H. Harmer, an officer of the St. Pancras Borough Council Electricity Department, won the 100 yards Championship

of the Public Authorities of London. He was presented with the "Hooke" Cup and a gold medal.

Renfrewshire Bowling Trophies

Our picture shows the challenge trophies presented to the Renfrewshire Branch (Paisley and District) by Mr. John Campbell, president; Mr. A. H. Buchanan, vice-president; and Mr. Hugh Cameron, superintendent, Slaughter House, for annual bowling competitions on behalf of the Benevolent and Orphan Fund.



St. Pancras Officers' Success

At the Leander Swimming Club's Gala at Prince of Wales Road Baths, the St. Pancras Municipal Officers' team won the Inter-Boroughs' (London) Challenge Cup, a trophy for which the Staffs of the twenty-eight Metropolitan Borough Councils are eligible to compete. The Woolwich Municipal Officers' team was second. The cup was presented to the captain of the winning team by the Mayor of St. Pancras. This is the fourth successive year in which the St. Pancras officers have won the trophy.

BRANCH NEWS

South Notts

A meeting of officers of Urban and Rural District Councils contiguous to Nottingham was held at the offices of the Basford Rural District Council on October 13. Mr. G. S. Belton (Basford Rural District Council) presided. Following an address by Mr. J. E. N. Davis, it was unanimously decided to form a branch, to be called the South Notts Branch, from November 1, to consist of the officers of the Urban Districts of Arnold, Beeston, Carlton, Eastwood and West Bridgford, and the Rural Districts of Basford and Stapleford.

Walthamstow

Walthamstow Branch's whist drive on October 11, in aid of the Local Central Boot Fund, was a success, financially and socially. Alderman Gibbons, chairman of the Boot Fund Committee, thanked those present for their support. The prizes were distributed by Mr. Francis Garner, Town Clerk and president of the branch. The prizes were generously given by local tradesmen.

Glossop

A play was recently broadcast from the North Regional station entitled "Mugglestone on the Map," the work of Mr. A. V. Williams and Dr. Ernest Milligan. Dr. Milligan is Medical Officer of Health, School Medical Officer, and Police Surgeon of Glossop; and Mr. Williams is a B.A., at present serving his articles with the Town Clerk of Glossop (Mr. R. Rose).

Sheffield

The Sheffield Transport Dramatic Society are presenting "The Skin Game," by John Galsworthy, on Friday and Saturday, November 30 and December 1, in the Lecture Hall of Sheffield's new Central Library which was recently opened by H.R.H. the Duchess of York.

NEW LAW BOOKS

Two weighty law books have just been received from the publishers. The first deals with the Local Government Act, 1933. Some idea of the magnitude of this codifying and amending measure may be gained from the fact that over 250 previous enactments were affected, either wholly or in part. It must have been a colossal, almost superhuman task to explain this Act, with full references, cases and judgments. But this has been achieved in the "Local Government Act, 1933" (Hadden, Best & Co., Ltd., 26 Fetter Lane, E.C.4.) by A. R. Taylour, M.A., member of Kensington and Holborn borough councils, and J. Moss, Public Assistance Officer for Kent, who as a member of the National Executive Council and one of the Directors of Study for the N.A.L.G.O. Correspondence Institute, is well known to the vast majority of our readers. The authors are to be congratulated upon producing such a useful work. They have spared no pains to simplify the references and there is a comprehensive index. This is an outstanding volume for two reasons. The first is that it contains such copious notes and the second is that it contains all the statutory rules, orders and regulations which have been issued to date.

The second book is Mahaffey's and Dodson's "Road and Rail Traffic Law, 1934," and is published by Butterworth's. It is another of those books which cover the whole field of its subject, and it has been sectionalised very conveniently. The table of statutes, table of cases and introduction precede a detailed explanation of the Road and Rail Traffic Act, 1933, the decisions and amendments of the Road Traffic Act, 1930, Statutory Rules, Orders and Regulations, and the volume is complete with a general index. This is a standard text-book on this subject.

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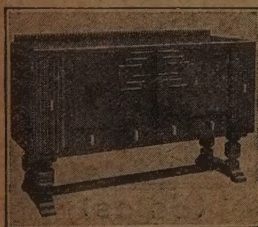
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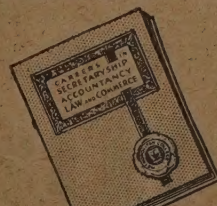
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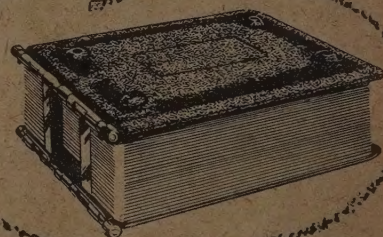
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